



**ASSEMBLY SELECT COMMITTEE ON  
HUMAN RIGHTS, DIVERSITY & RACE RELATIONS**  
*Asssemblymember Isadore Hall, III, Chair*

**“Diversity in California: A Conversation about Us”**

**Thursday, October 17<sup>th</sup>, 2013  
3:00 pm – 6:00 pm**

**California State University, Dominguez Hills  
Loker Student Union  
Carson, CA 90747**

**Committee Members:**

Assemblymember Katcho Achadjian  
Assemblymember Paul Fong  
Assemblymember Richard S. Gordon  
Assemblymember Melissa A. Melendez  
Assemblymember V. Manuel Pérez

Assemblymember Ian C. Calderon  
Assemblymember Jimmy Gomez  
Assemblymember Bonnie Lowenthal  
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**AGENDA**

**Welcome and Introductions**

Assemblymember Isadore Hall, III, 64<sup>th</sup> Assembly District  
Members of the Committee  
The Honorable Aja Brown, Mayor, City of Compton

**I. Civil Rights: California Overview**

Brian Nelson, Special Assistant Attorney General, California Department of Justice  
Robin S. Toma, Executive Director, Los Angeles County Human Relations Commission

**II. Social Definitions of Race**

Nolan Rollins, President and CEO, Los Angeles Urban League  
Daniel Ichinose, Project Director, Demographic Research Project, Asian Americans  
Advancing Justice, Los Angeles  
Martha Gomez, Staff Attorney, Mexican American Legal Defense and Educational Fund  
(MALDEF)

**III. Cultural Relativism: Perception vs. Reality**

Simran Kaur, Advocacy Manager, The Sikh Coalition  
Haroon Manjlai, Public Affairs Manager, Council on American Islamic Relations (CAIR)  
Tony Hoang, Chief of Staff, Equality California (EQ CA)

**IV. Biographies**

**Public Comments**

**Closing Comments/Adjournment**



Brian Nelson  
Special Assistant Attorney General  
California Department of Justice

Brian Nelson joined the California Department of Justice, Office of the Attorney General, in August 2011 as a Special Assistant Attorney General. In this capacity, Mr. Nelson serves on the Attorney General's senior executive staff, assisting her directly on a variety of legal and policy issues within a portfolio that includes education, civil rights, consumer, and environmental matters. Mr. Nelson also represents the Attorney General as a liaison to several local, state, and federal agencies, associations, and advocacy groups.

Prior to joining the California Department of Justice, Mr. Nelson served in the U.S. Department of Justice, first as the Special Counsel to the Assistant Attorney General for National Security and then as the National Security Division's Deputy Chief of Staff. In these roles, Mr. Nelson spearheaded priority projects within the National Security Division, provided counsel to the Assistant Attorney General for National Security, and worked closely with the Chief of Staff to manage the National Security Division's daily operations.

Earlier in his career, Mr. Nelson served in private practice as an appellate associate with the law firm of Sidley Austin LLP in Washington, D.C. Mr. Nelson began his career as a law clerk to William A. Fletcher on the U.S. Court of Appeals for the Ninth Circuit and to Judge Louis H. Pollak on the U.S. District Court for the Eastern District of Pennsylvania.

Mr. Nelson received his bachelor's degree from UCLA and his J.D. from Yale Law School, where he was a Coker Fellow and a book reviews editor of the Yale Law Journal.



### Biography of Robin S. Toma

Robin S. Toma is Executive Director of the Los Angeles County Human Relations Commission. Since 1999, he's led this county government agency which works with communities, schools, law enforcement, cities, media, faith communities, and other key stakeholders, to collaborate and strengthen their roles in creating healthier, more harmonious, just and equitable relations among the nearly 10 million residents in one of the most culturally diverse places in the world.

Born and raised in L.A., Robin attended public schools, and received a B.A. in Sociology (highest honors) and Economics (honors) from UC Santa Cruz. He lived in Barcelona for 2 years, and taught in Los Angeles public schools. He received a J.D. and M.A. in Urban Planning from UCLA, and litigated a wide range of human rights and civil liberties cases as a staff attorney at the American Civil Liberties Union of Southern California.

Robin was invited by the Obama Administration to join the official U.S. Delegation to the U.N. Human Rights Council in 2010 for the first ever Universal Periodic Review of the U.S.' human rights record. He also was invited to be part of the U.S. delegation to the U.N. World Conference Against Racism in 2001 in South Africa, and was a member of the Climate of Trust Delegation to Russia.

Robin was selected to be a Kellogg National Leadership Program Fellow, a member of the Harvard University KSG's Executive Session on Human Rights Commissions and Criminal Justice, and a Senior Fellow at UCLA School of Public Affairs. Currently, Robin is on the Board of Directors of IAOHRA and the California Association of Human Relations Organizations.

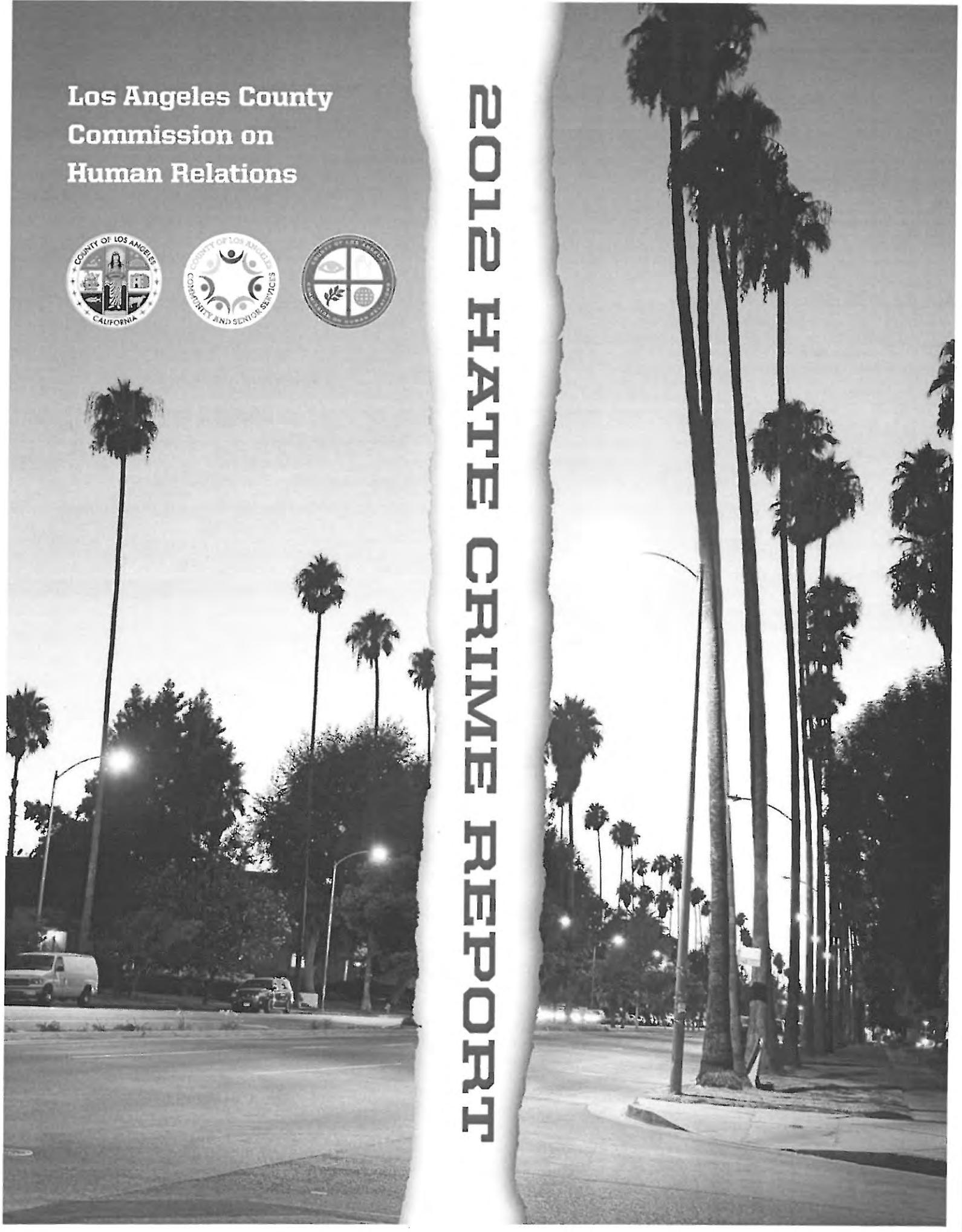
Robin's writing include *Uncommon Common Ground: Race and America's Future* (2010) (as a contributor); *A Primer on Managing Intergroup Conflict in a Multicultural Workplace*, and *Day Laborers Hiring Sites: Constructive Approaches to Community Conflict* (2001).

Among the honors Robin has received are the CAHRO Leadership Award, the IAOHRA President's Individual Achievement Award, the 50<sup>th</sup> Anniversary Civil Rights Hero Award from the California Department of Fair Employment and Housing, the Founder's Award from The Coalition to Abolish Slavery and Trafficking, and the Day of Remembrance Community Service Award from Japanese American Citizens League (JACL) Pacific Southwest District.

Los Angeles County  
Commission on  
Human Relations



2012 HATE CRIME REPORT



# Preface

**Since 1980, the Los Angeles County Commission on Human Relations has compiled, analyzed, and produced an annual report of hate crime data submitted by sheriff and city police agencies, educational institutions, and community-based organizations.**

Using information from the report, the Commission sponsors a number of ongoing programs related to preventing and combating hate crime, including Network Against Hate Crime, Racialized Gang Violence Prevention Initiative, and No Haters Here! youth initiative. L.A. County is one of the best trained jurisdictions in hate crime investigation and prosecution, and the Commission produces one of the longest-standing reports in the nation documenting hate crime.

The report has been disseminated broadly to policy-makers, law enforcement agencies, educators, and community groups throughout Los Angeles County and across the nation in order to better inform efforts to prevent, detect, report, investigate, and prosecute hate crimes.

## What is a Hate Crime?

**According to California state law, hate crime charges may be filed when there is evidence that bias, hatred, or prejudice based on the victim's real or perceived race/ethnicity, religion, ancestry, national origin, disability, gender, or sexual orientation is a substantial factor in the commission of the offense.**

This definition is codified in the California penal code sections 422.55 to 422.95 pertaining to hate crime. Evidence of such bias, hatred, or prejudice can be direct or circumstantial. It can occur before, during, or after the commission of the offense.

Hate speech is a criminal offense when the perpetrator has threatened violence with spoken or written words against a specific person or group of persons. The threat must be immediate and unequivocal. The aggressor must also have the ability to carry out that threat. Frequently, derogatory words or epithets are directed against a member of a protected class, but no violence is threatened and/or there is no apparent ability to carry out the threat. Such hate incidents are important indicators of intergroup tensions. They are not, however, criminal offenses. Such language is protected by free speech rights set forth in the California and U.S. constitutions.

Graffiti is a hate crime when it is disparaging to a class of people protected by hate crime laws. This is most often indicated by the use of epithets or hate group symbols or slogans. To be a hate crime, graffiti must be directed at a specific target. For example, racial graffiti on a freeway overpass that does not address itself to a particular person is vandalism, and therefore illegal, but not considered a hate crime. Vandalism of a house of worship or of an ethnic, religious, or gay and lesbian organization may be investigated as a hate crime in the absence of evidence of other motives.

## Underreporting of Hate Crimes

The National Crime Victim Survey by the U.S. Justice Department found that hate crimes occurred 24 to 28 times more than the number reported by police to the FBI.\* This is due to victims not reporting hate crimes to police, as well as a failure of law enforcement to classify hate crimes and report them to federal authorities.

### Common reasons victims don't report hate crimes to law enforcement:

- Fear of retaliation by the perpetrators or friends, family, or fellow gang members of the perpetrator
- Linguistic or cultural barriers
- Immigration status
- Lack of knowledge about the criminal justice system
- Fear of insensitive treatment or prior negative experience with government agencies

### Common reasons law enforcement agencies don't report hate crime:

- Hate crime reporting is a low priority
- Lack of formal hate crime policies, training, or practices
- Crimes with multiple motivations or involving gangs are frequently not reported as hate crimes
- Reluctance to admit to a problem that could result in negative publicity for the city or neighborhood
- Burden on investigating detectives in order to prove bias motivation

Hate crimes that occur in schools, jails, and juvenile detention facilities, including large-scale racial brawls, are rarely reported as hate crimes. For example, during a school fight involving many students, it can be very difficult for authorities to establish who is an aggressor and who is simply defending himself or a friend. In 2009, for example, there was inter-racial fighting at 1 local high school involving approximately 500 students. Only 1 hate crime was reported by police.

For all of these reasons, it is reasonable to conclude that the hate crimes included in this report likely represent only a fraction of hate crimes actually committed in 2012.

\*U.S. Department of Justice, Bureau of Justice Statistics, 2005, "Hate Crime Reported by Victims and Police"

## Hate Crime and Human Rights

Hate crimes are not only illegal under state and federal laws, but they violate human rights as defined by the international community<sup>1</sup>.

In the aftermath of World War II, leaders from many nations came together to establish the **Universal Declaration of Human Rights** (UDHR) in 1948.

Since then, people from all over the globe have taken steps towards turning the UDHR's powerful principles into action. In 1965, the U.S. and 174 nations signed the **International Convention on the Elimination of All Forms of Racial Discrimination** (CERD), which compels signatory nations to combat racial and national origin discrimination and report to the CERD committee. Under this treaty, hate crimes are considered *serious human right abuses*. The CERD Committee has stressed that government action as well as inaction can violate CERD, and there is no excuse for complacency or indifference by a government toward either public or private discrimination, particularly when it involves violence.

When the U.S. and 151 other nations signed the **International Covenant on Civil and Political Rights** (ICCPR) (1966), they committed their nations to respect and fulfill the right to life and the security of the person "*without distinction of any kind, such as race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.*" The ICCPR also requires governments to report to the Human Rights Committee on the actual measures taken to give effect to this treaty.

The U.S. Constitution states that the Constitution and Treaties are the Supreme Law of the Land. Thus, all levels of government in the U.S. -including counties, cities and school districts- and individuals have a duty to uphold these treaty obligations by addressing discrimination manifested in hate crimes.

**See our online version of this report at [www.lahumanrelations.org](http://www.lahumanrelations.org) for more information on actions to address hate crime.**

<sup>1</sup> We acknowledge and thank the organization Human Rights First ([www.humanrightsfirst.org](http://www.humanrightsfirst.org)) for most of the substance of this section.

# 2012 Quick Facts

Hate crimes reported in Los Angeles County in 2012 were the **second lowest number in 23 years**. They declined 6% from 489 to 462.

About half of all hate crimes were **racially-motivated** (49%). African Americans were targeted most frequently (66 %) in racial hate crimes followed by Latinos (18%). 68% of anti-black crimes were committed by Latinos. African Americans were suspects in 58% of anti-Latino crimes.

**Sexual orientation** attacks constituted 28% of hate crimes, and they were more likely to be of a violent nature (79%) than either racial (61%) or religious crimes (15%). Gay men were targeted in 91% of these cases.

**Religion-motivated crimes** represented 19% of the total. The overwhelming majority (89%) targeted Jews.

Evidence of **white supremacist ideology** declined from 21% to 16% of all hate crimes. The great majority of these were crimes against property and were of a non-violent nature.

There were 61 hate crimes (13%) in which the suspects were **gang members**, compared to 12% the previous year. Blacks were the targets in 75% of these crimes, gay men in 15%, and Asians in 7%.

Hate crimes were reported throughout Los Angeles County, but the largest number took place in the Metro region, followed by the San Fernando Valley. However, if one accounts for population, the **Metro region and the Antelope Valley** tied for having the **highest rate** of hate crimes.

# 2012 Hate Crimes in Perspective

## Second Lowest Number of Hate Crimes Reported in 23 Years

There were 462 hate crimes reported in L.A. County in 2012. This was the second lowest number in 23 years and represented a 6% decline from the previous year. At the time of this report's publication, hate crime statistics for 2012 collected by the Office of the California Attorney General and the U.S. Department of Justice were not yet available.

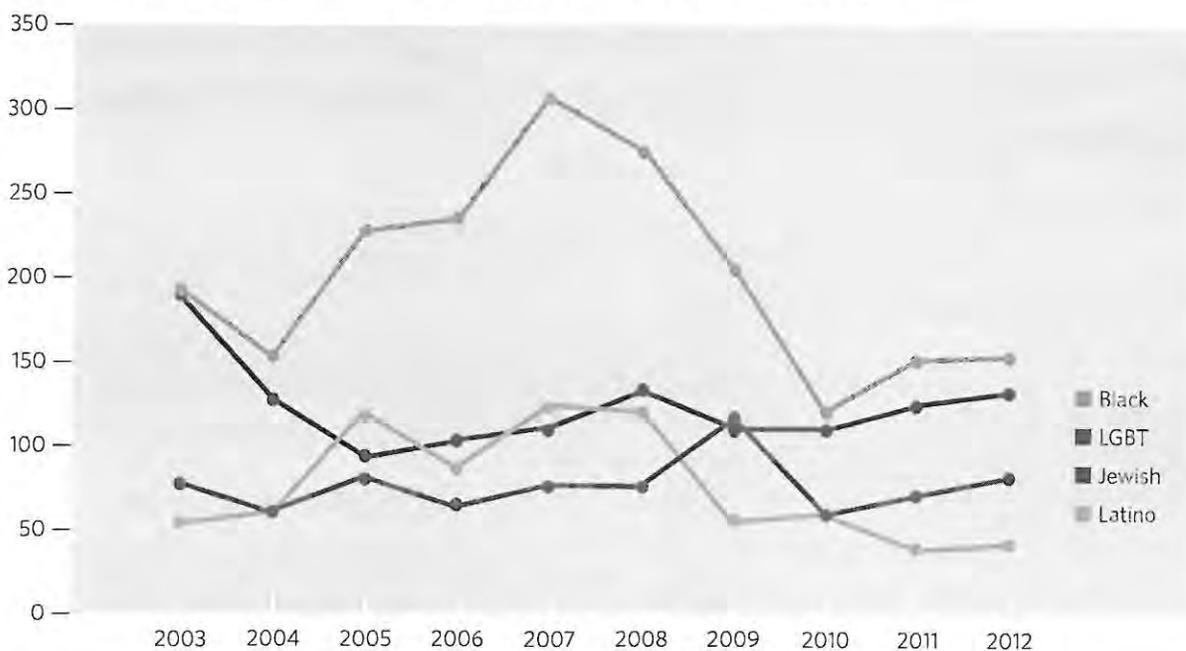
For 2012, the Los Angeles County Sheriff's Department reported a 4% increase in Part I crimes (homicides, forcible rapes, robberies, aggravated assaults, burglaries, larceny theft, grand theft auto, and arson). The department also reported a 2% decrease in less serious Part II crimes. For the same year, the Los Angeles Police Department reported a slight decrease from 2011 in Part I crimes, and a 5% increase in arrests for Part II crimes. These facts help us recognize that year-to-year increases and decreases in hate crimes often are independent of overall crime data.

## Hate Crimes by Motivation and Targeted Group

The largest number of hate crimes (49%) were motivated by the victims' real or perceived race, ethnicity or national origin (for brevity's sake, we refer to them as "racial" hate crimes in this report), followed by crimes motivated by sexual orientation (28%), religion (19%), and gender (3%). There were no disability-motivated hate crimes reported in 2012. This distribution of motivations is nearly identical to the previous year.

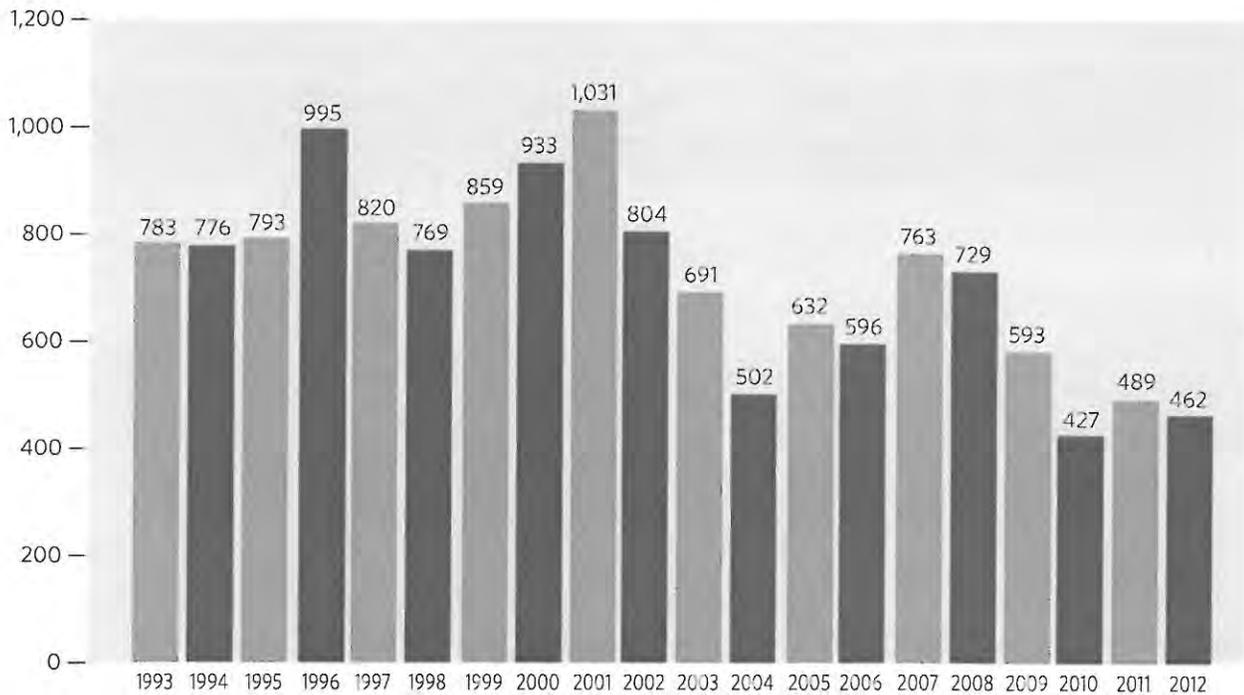
Similar to previous years, in 2012 86% of hate crimes targeted 4 groups of victims: African Americans, gay men and lesbians, Jews, and Latinos. In 2012, there were slight increases in the numbers of crimes against Jews and gay men or lesbians. The numbers of anti-African American and anti-Latino crimes were similar to the previous year. Most other victim groups experienced minor decreases.

## 2002-2012 Hate Crimes: Most Frequently Targeted Groups



Black, LGBT, Jewish, and Latino targets constitute approximately 80% of all victims in any given year.

## Total Number of Reported Hate Crimes by Year



Reported hate crimes rose in the 1990s, following adoption of legislation by the California State legislature in 1989 that mandated law enforcement to record and report hate crimes.

## Criminal Offense

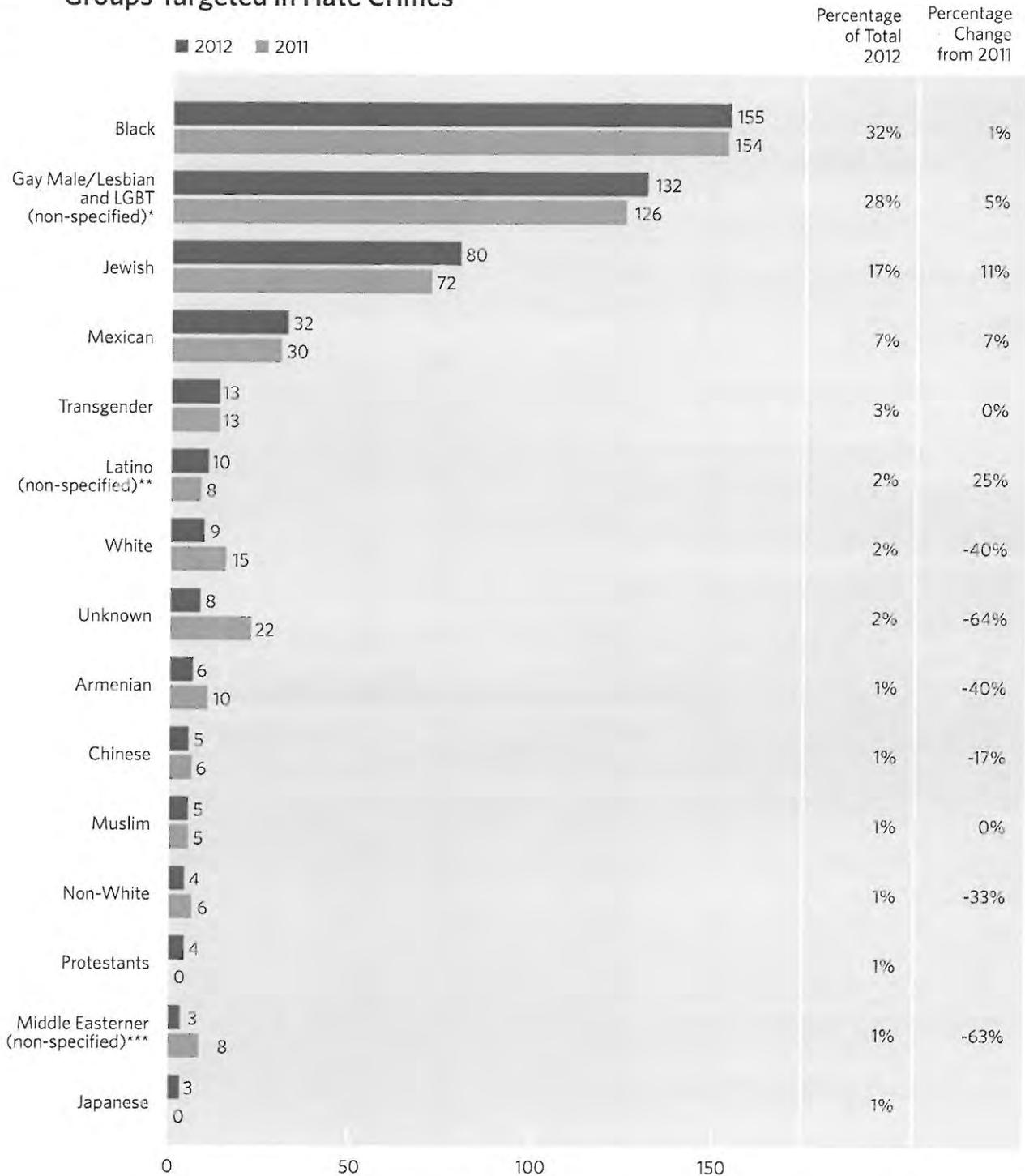
The overall rate of violence employed in hate crimes increased from 51% to 58%. There was a 20% decline in reported cases of vandalism (182 to 145) and a 40% rise in aggravated assaults (63 to 88). There were also smaller declines in the other 2 largest categories of offenses: intimidation and simple assaults. These 4 offenses constituted 84% of all reported hate crimes.

The large increase in aggravated assaults might cause alarm. However, it is important to note that aggravated assaults fell 33% the previous year. Similarly, the decline in vandalism in 2012 followed a 41% increase in 2011. Fluctuations from one year to the next are not necessarily evidence of trends.

The differences in the rates of violence by motivation were more pronounced. 79% of reported sexual orientation crimes were violent, compared to 71% the year before. The percentage of violent racial crimes grew from 54% to 61%. Violent religious crimes fell from 20% to 15%. The rate of violence for gender crimes grew from 86% to 92%.

There were 3 reported cases of attempted murder involving 7 victims. They are described in the sections of this report focusing on racial and sexual orientation crime.

## Groups Targeted in Hate Crimes



In 2012, there were also single crimes that targeted Atheists/Agnostics, Germans, Indians, Iranians, Koreans, Russians, Salvadorans, and 2 crimes targeting Asian/Pacific Islanders (non-specified)\*\*.

\* "LGBT non-specified" refers to hate crimes that target an LGBT organization or business, not an individual.

\*\* "Non-specified" crimes targeting Asians and Latinos refer to crimes in which these groups were targeted but there were no slurs made against a specific nationality (e.g. Chinese, Mexicans, Salvadorans).

\*\*\* "Non-specific" crimes targeting Middle Easterners refer to crimes in which this group was targeted but there were no slurs made against a specific nationality

## Hate Crimes between African Americans and Latinos

The vast majority of African Americans and Latinos co-exist peacefully on a daily basis and are not involved in racial conflict. However, for many years this report has documented that the majority of anti-African American reported hate crimes are committed by Latinos and vice versa. In 2012, the data showed that in anti-black crimes in which a suspect was identified, 68% of perpetrators were Latino. In about half (51%) of those cases, there was evidence that the perpetrators were gang members. In anti-Latino crimes in which a suspect was identified, 58% were committed by African Americans, a jump from 2011. There was no evidence that any of these black suspects were gang members.

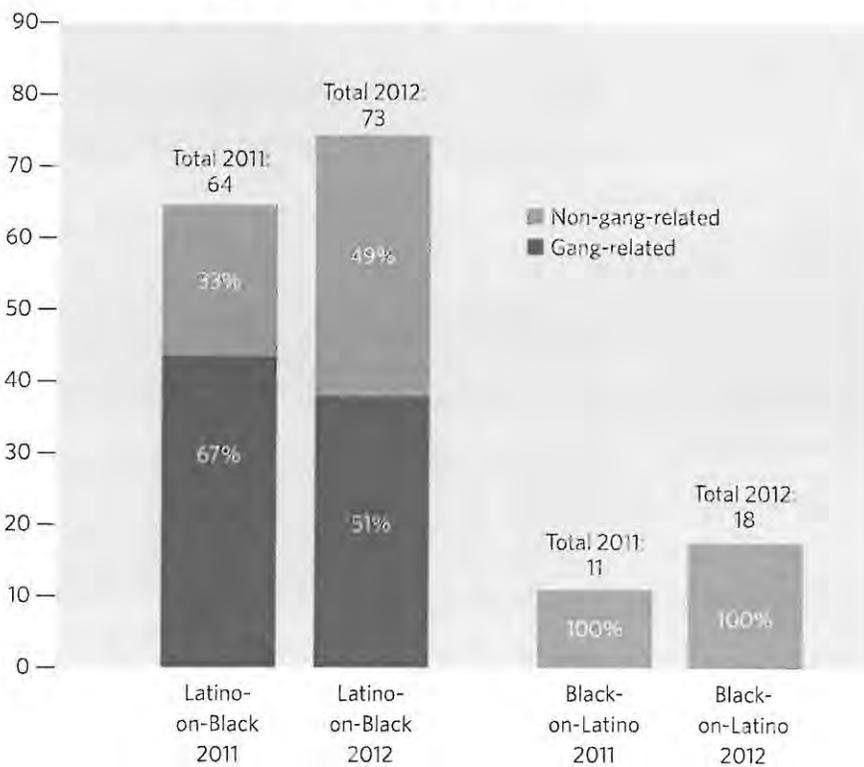
### Gangs

The number of reported gang related hate crimes increased slightly from 57 to 61, or 13% of all hate crimes, compared to 12% the previous year.

Generally, this report classifies suspects as gang members if they identify their gang membership verbally during the commission of the offense or if the names of gangs are included in hate graffiti. The actual number of hate crimes committed by gang members may be higher.

As in earlier years, these hate crimes were overwhelming racially-motivated (85%). The great majority of these crimes targeted African-Americans (46), followed by Asians (4), Armenians (1), and Whites (1). 22% of all reported racial hate crimes in 2012 were committed by gang members compared to 19% the previous year. In addition, 15% of crimes committed by gang members targeted gay men.

**Black-Latino Hate Crimes in 2011-2012**





## White Supremacist Crime

Since 2004, this report has examined the group of hate crimes where there is evidence of white supremacist ideology. Most often, this involves the use of swastikas or other hate symbols in graffiti. On occasion a suspect will yell, "White Power" or other slogans during the commission of an offense. In 2012, reported white supremacist crimes fell 25% from 103 to 77, and they decreased from 21% to 17% of all reported hate crimes.

About 1/2 of these crimes targeted Jews, which represents an increase from 40 to 43. Those targeting blacks fell from 28 to 17 and anti-Latino crimes declined from 11 to 7.

As in the past, the great majority (75%) were cases of vandalism and 20% were disorderly conduct, which includes displaying a swastika on private property to terrorize the owner or occupant. 97% of white supremacist crimes were non-violent.

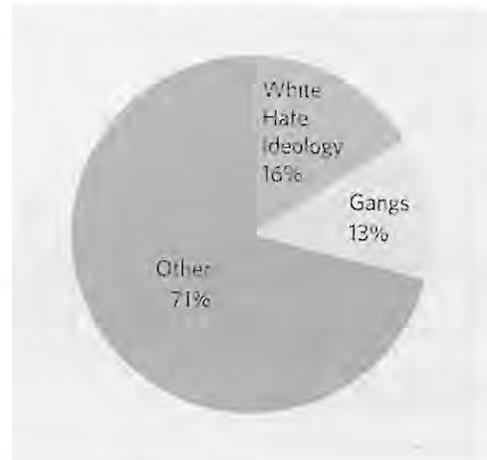
The Southern Poverty Law Center reported on April 26, 2013 that there are more than 2,400 extremist organizations operating in the U.S. and they classify more than 1,000 of them as organized hate groups, the highest number in history. Only a handful of these groups claim chapters or members in Los Angeles County. It is possible that many of the white supremacist crimes were not committed by members of formal hate groups but by perpetrators who act alone and may only communicate with other sympathizers via the Internet.

## Crimes Related to Terrorism or Conflict in the Middle East

Since 2001, this report has studied hate crimes in which specific language blamed the victims for terrorism or unrest in the Middle East. In 2001 there were 188 such crimes reported, mostly committed during the 3 weeks following the September 11 terrorist attacks. Since 2001 these crimes have sharply declined.

In 2012, these crimes decreased from 7 to 1. It should be noted that there were also 4 reported anti-Middle Eastern crimes and 4 anti-Muslim crimes. Although the perpetrators in these cases did not use specific slurs used in past reported hate crimes like, "Taliban," or "Osama Bin Laden-lover," the suspects may have possessed such sentiments.

## Hate Crimes Involving Gangs or White Supremacist Ideology



## Suspects

As in previous years, the great majority of identified hate crime suspects (88%) were male. In past years, in cases where suspects were identified, males and females committed violent crimes at the same rate. However, in 2012, 89% of male suspects committed violent crimes compared to only 59% of female suspects. The gap in the rates of violence is largely because of a single event in which a group of 15 females committed a racial hate crime by vandalizing a car with the motorist inside (see below in Hate Crimes Committed by Groups of Suspects). If one only counts the suspect who actually broke off the side view mirror, the rate of violence committed by females would rise to 81%, a rate similar to the previous year.

As in the past, young adults age 18-25 comprised the largest group of suspects (43%). In 2012, there were equal numbers of juveniles and adults age 26-40 (21% each). Suspects older than 40 comprised only 15% of hate crime suspects. This age distribution was almost identical to the previous year.

## Hate Crimes Committed by Groups of Suspects

Although the number of reported hate crimes declined overall, there was an increase in the number of suspects. This indicates that more hate crimes were committed by multiple suspects. 73% of hate crimes were committed by 1 suspect or no suspect was identified. 14% of hate crimes were committed by 2 perpetrators. 5% of hate crimes were committed by groups of 3 suspects and 5% were committed by groups of 4 to 6 perpetrators. There was 1 case in which 3 victims were attacked by a group of 10 suspects. There were also 3 cases with extremely large groups of suspects.

- *In South Los Angeles, a Latino motorist was stopped at a traffic light. 3 black females approached him yelling, "Mexican, get out of here! Go back to your country." The victim attempted to leave the area but was surrounded by a total of 15 suspects. When the light turned green, 1 of the suspects broke off his side-view mirror with a skate board.*
- *In Los Angeles, a 19 year-old man was walking with friends near USC. The victim had his arm around the shoulder of one of his friends. When they passed in front of a fraternity house, a male suspect shouted, "You guys look gay!" The victim yelled back and continued walking. 15 fraternity brothers surrounded the victim, punched him in the face and shoved him. The victim suffered a fractured bone in his right eye socket.*
- *In South Los Angeles, a 12 year-old Latino boy was leaving middle school when he was surrounded by 10-15 black males about his age. The suspects held him by the arms and punched him several times in the face. The victim asked, "What is going on?" and he was told, "We are beating up the Mexicans!"*

# Preventing and Responding to Hate Violence

## **“Safe Schools/Healthy Students” at WIN Schools: Washington Preparatory High School and its Feeder Schools**

During 2012, the Los Angeles County Commission on Human Relations continued its collaboration with LAUSD, several other county departments, and community based non-profit organizations on the federally-funded “Safe Schools and Healthy Students” program at Washington Involving Neighborhoods (WIN) program, which included Washington Preparatory High School and its feeder schools.

During the 2012-13 school year, Human Relations Consultants worked with school staff and students to implement activities, classes, presentations, and an annual conference that promoted peace, unity, and a culture of college-going. WP celebrated its annual “No Haters Here!” week which has established a reputation for increasing positive student interactions. The Women’s Leadership Project (WLP), with its emphasis on gender justice, peer education, and college preparation, conducted trainings and peer workshops on HIV/AIDS prevention, sexual harassment and sexual assault awareness, reproductive justice, and media images of women of color along with students from the Women of Color in the U.S. class.

These continuing activities are designed specifically to promote healthy intergroup and intragroup relations on school campuses and in the surrounding neighborhoods, thus preventing hate, hate incidents and hate crimes, while providing a structure to intervene when incidents do occur.



**Washington Prep students attend the Models of Pride conference for LGBT youth and allies.**



***HRC's Tony Massengale addresses graduation/dinner for the Pasadena-Altadena Vision 20/20 Community Violence Intervention-Prevention Institute. The Institute conducts three 9-week 36-hour courses each year, and advanced courses in life-planning, outreach, and organizing-leadership development.***

## **Racialized Gang Violence Prevention Initiative (RGVPI)**

The Commission has reported and responded to the incidence of gang-related hate violence since the 1990's. In 2007 the Commission began a coordinated effort to develop new models to reduce interethnic tensions, address root causes of community violence, and support gang violence reduction in general. The RGVPI utilizes a multi-strategy public health approach that includes:

- civic organizing for sustained collaborative engagement of residents, community organizations, government, businesses and other local stakeholders;
- intergroup community building across ethnic/cultural lines;
- liaison with community-based gang intervention practitioners; and,
- trauma-informed youth/young adult development, mentoring and employment.

The RGVPI team has launched or supported three placed-based initiatives which have produced significant and sustainable outcomes: Pasadena-Altadena Vision 20/20 (with Pasadena City Councilmember Jacquie Robinson and the Flintridge Center), and Harbor Gateway GRACE/Gang Reduction and Community Engagement (see below) and Monrovia-Duarte CMT/Community Mediation Team (with local nonprofit organizations and County and municipal departments of Monrovia and Duarte). Team members also provides planning, facilitating and monitoring, training, and technical support for to the County Chief Executive Office's Regional Gang Violence Reduction Initiative and its Parks After Dark program.



**Cover of *The Bricks* debut album, "This Land."**

### **The Bricks and the "Respect 101: Empathy, Empowerment and Integrity" Tour**

In 2008 the Commission conducted a countywide search for musically talented youth to create a band that would communicate about critical societal issues to teens using the universal language of music. Eight LA County "at-risk" youth, ages 16-19, were chosen to participate in this innovative program and in 2009 they formed the band, "The Bricks." This project is a component of the Commission's "No Haters Here!" youth initiative.

In 2012 the Bricks focused their efforts on the "Respect 101: Empathy, Empowerment and Integrity" tour in which entertainers and mentors tour Los Angeles County's juvenile halls, incarceration camps and high schools, bringing an empowering message of hope, resilience and inspiration to youth. At each of these events two hundred youth engage in a meaningful dialogue with entertainers, mentors and band members who share stories and information to help these youth make better choices and reduce violence in their lives and communities. This powerful program is designed to reduce hate and hate incidents among these youth while incarcerated and throughout their lives; this is a strategic program designed to prevent hate crimes in the county.

### **Network Against Hate Crime**

The Network Against Hate Crime (NAHC) is a county-wide coalition that brings together representatives of law enforcement agencies, civil and human rights organizations, educators, faith communities, and social service groups to coordinate efforts to combat intolerance and hate crime. The Network meets quarterly for professional development, to share resources, and hear updates about legislation.

## Gang Reduction and Community Engagement Project (GRACE PROJECT)

The GRACE Project continues to improve the safety and quality of life of the residents of the Harbor Gateway community and the Tortilla Flats neighborhood of unincorporated Carson by improving human relations and reducing gang violence. Interventionists engage known gang members to keep the peace on the streets and often respond to acts of violence, thus preventing retaliation and other hate action. The GRACE Project is a partnership between the Los Angeles County Human Relations Commission, Toberman Neighborhood Center and the Boys and Girls Club of the South Bay.



**GRACE Project Community Organizer Blanca Mendoza (far left) and gang interventionist David Jones (far right) join L.A. City Councilman Joe Busciano(3rd from left) and Harbor Gateway leaders.**

## Re-Entry

Since 1999, the Commission has played a role in addressing what has become known as “the Cradle to Prison Pipeline” as it relates to the overrepresentation of youth of color in the Los Angeles County’s juvenile justice and other systems. The Commission has represented Community & Senior Services on the team guiding the County’s AB 109 State Realignment adult reentry efforts. In 2012, the Commission supported reentry resource councils throughout L.A. County by providing technical assistance to county organizations and funding the production of guidebooks and other documents to support the development of new councils and improve the coordination of service planning and delivery. The Commission also brought community-based partners to County Probation Camps to provide leadership development training and writing expression workshops to young women to prepare them for their reentry transition. In addition, the Commission funded efforts to create an On-line Reentry Resource Referral System for providers to use when assisting reentry youth and young adults. The goal of these efforts is to create a coordinated system of community-based supports in partnership with community-based agencies, for gang and probation involved young adults, thus reducing the likelihood of these individuals conducting acts of violence, retaliation and other hate action.

Reports of crimes based on the victims' real or perceived race, ethnicity, national origin (referred to as "racial crimes" for brevity in this report) fell 8% in 2012 from 252 to 232. As in previous years, they constituted about half of all hate crimes.

## Race/Ethnicity of Victims and Suspects

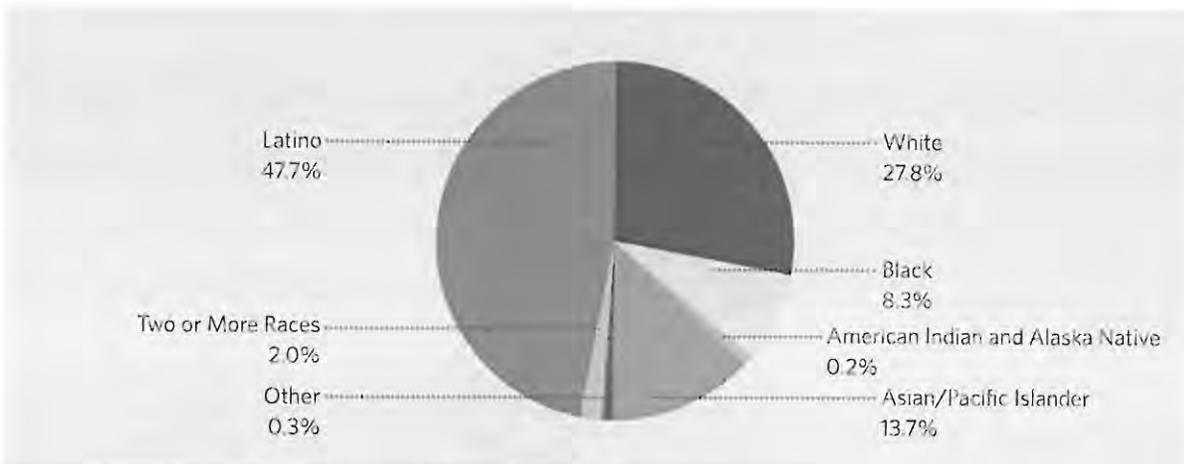
66% of these crimes targeted blacks, compared to 60% the previous year. This persistently high victimization is alarming as African Americans constitute less than 9% of the total population of Los Angeles County. As mentioned in *2012 Hate Crimes in Perspective*, gang members committed a high percentage of these crimes.

The second largest group of racial crimes targeted Latinos (18%). As Latinos comprise about half of L.A. County residents, this number is remarkably low. Furthermore, anti-Latino crimes have declined sharply since 2008.

The relatively small number of anti-Latino attacks is surprising, especially since the national debate on immigration policy has polarized Americans and inflamed anti-immigrant sentiment for several years. Examples of this include the formation of vigilante paramilitary groups, virulently xenophobic legislation in states such as Arizona and Alabama, and record numbers of deportations.

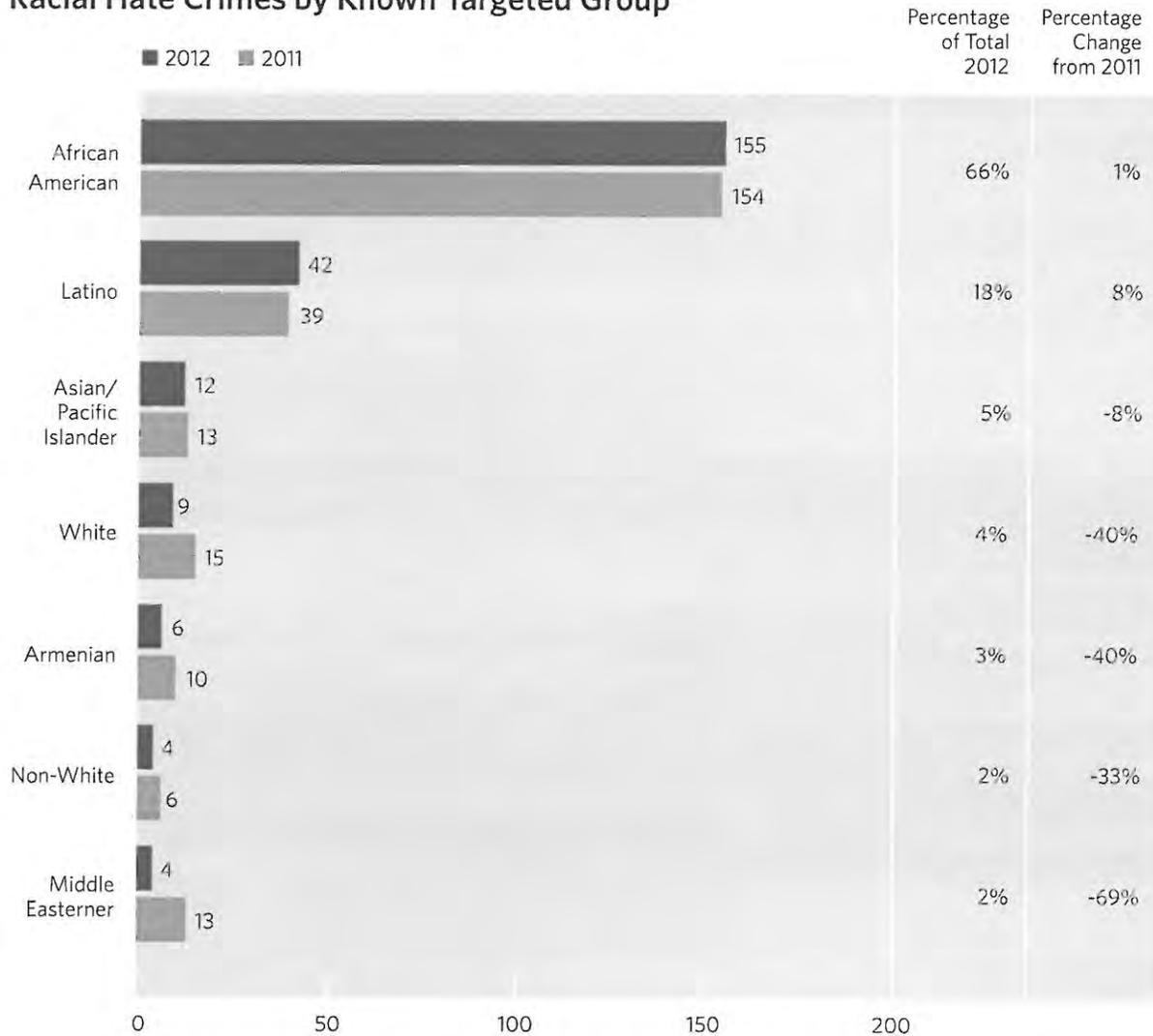
This decline in anti-Latino hate crime during this period of increasing anti-immigrant sentiment raises the question: Are there actually fewer anti-Latino hate crimes being committed, or are fewer Latino hate crime victims reporting to law enforcement because of fear about their immigration status? Commission staff reviewed LAPD data from 2005 - 2012 and found that there was no change in the percentage of Latinos reporting crime overall. This suggests that there has been an actual decline in anti-Latino hate crime.

## Los Angeles County Population by Race/Ethnicity



Source: 2010 U.S. Census. Persons who identify as Latino on the U.S. Census can be of any race. Except for "Latino" all other groups on this chart refer to persons who do not identify as Latino.

## Racial Hate Crimes by Known Targeted Group

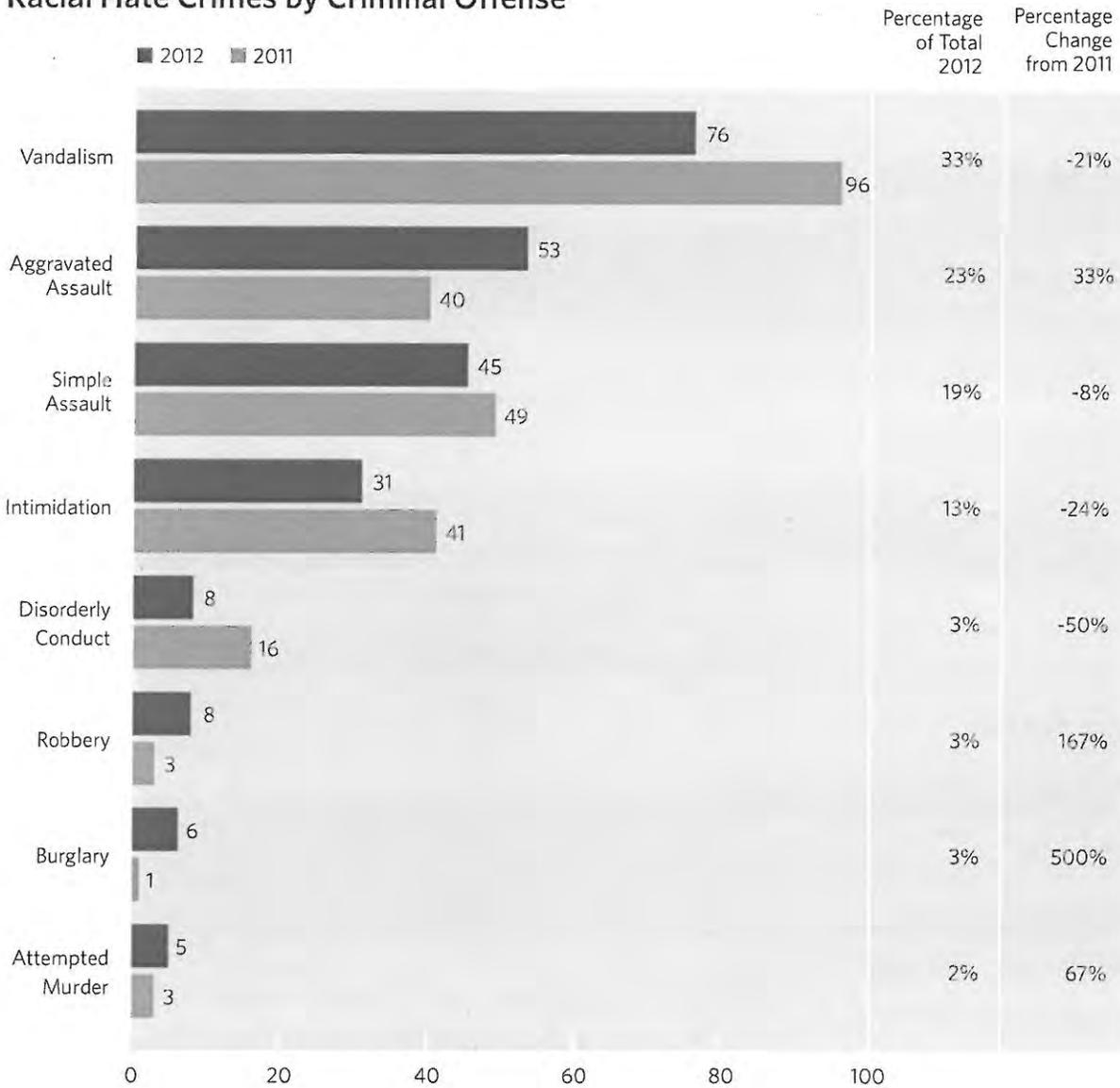


**This chart aggregates major racial and ethnic groups. In 2012, there were also single crimes targeting Germans, Iranians, Russians and Salvadorans.**

There were smaller numbers of reported hate crimes targeting Asians (5%), whites (4%), Armenians (3%), and people of Middle Eastern background (2%).

- Blacks were targeted most frequently by Latinos (68%), followed by whites (31%). This is similar to previous years.
- Latinos were targeted by blacks (58%), followed by whites (29%). The previous year a slightly larger percentage of anti-Latino crimes were committed by whites than blacks.
- Asian Americans were targeted by whites in half of the cases, followed by blacks (30%), and Latinos (20%). There was a similar diversity of suspects in 2011.
- Whites were targeted by blacks in 63% of hate crimes and by Latinos in the rest. In the previous year the percentage of black suspects was even higher.
- The handful of anti-Middle Eastern and anti-Armenian crimes were committed by Latino, white and black suspects.

### Racial Hate Crimes by Criminal Offense



### Criminal Offenses and Rates of Violence

61% of reported racial crimes were of a violent nature, an increase from the previous year (54%). The largest number of racial crimes were acts of vandalism (33%), followed by aggravated assaults (23%), simple assaults (19%), and acts of intimidation (13%). All of these criminal offenses declined in number except for aggravated assaults which rose 33%, after having decreased 31% in 2011.

In 2012, different racial and ethnic groups experienced starkly different levels of violence. Anti-white crimes were of a violent nature in 78% of the cases, compared with Latinos (64%), African Americans (63%), Asians (58%), Middle Easterners (50%) and Armenians (16%). This represented a rise in the rate of violence employed against both African American and Latino victims and a decline for white victims.

In 2012, there were 2 reported cases of attempted murder involving five victims.

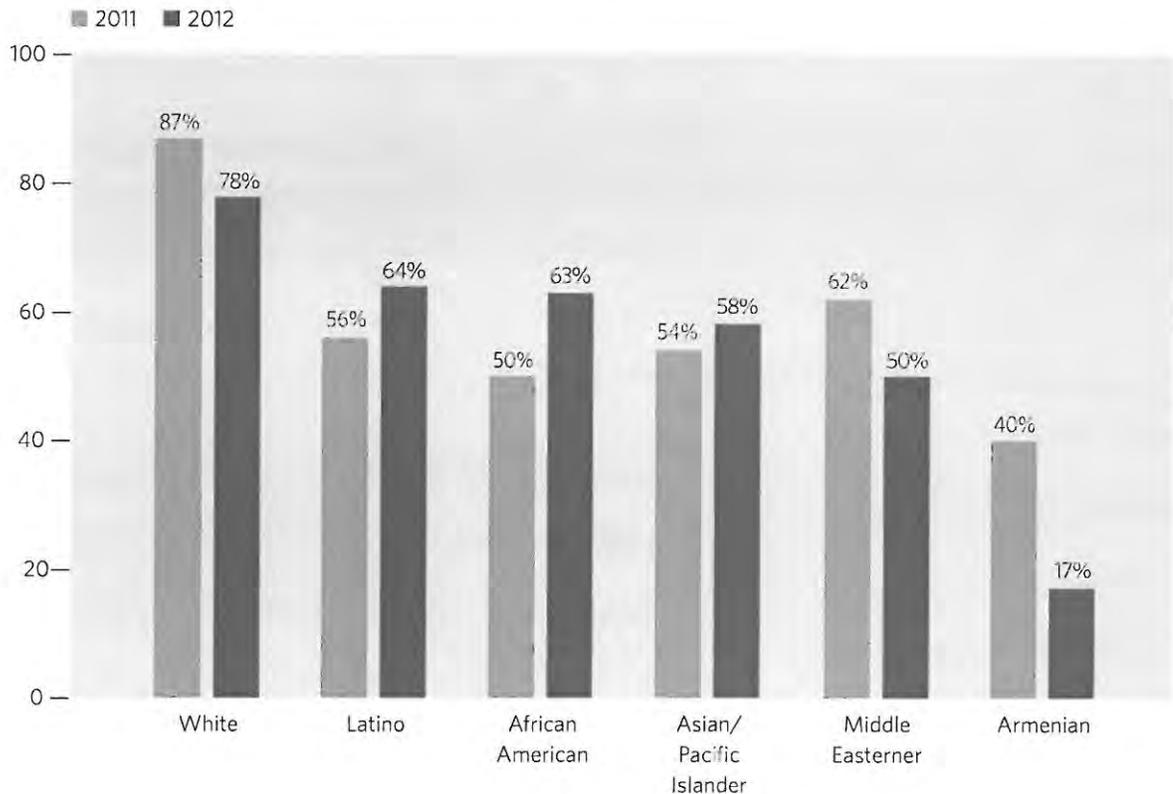
*In the Highland Park neighborhood of Los Angeles the Avenues Gang had been harassing an African American man and his family for two months. 4 gang members approached him in front of his home where he was watching his 12 year-old son and 5 year-old niece playing in the driveway. A fourth family member was at the front doorway. When the primary victim recognized the gang members, he rushed the children to the backyard of his residence. 2 of the suspects drew handguns and fired multiple times while yelling, "You pussy niggers!" The victim dropped to the ground to avoid being shot. The suspects fled on foot and were apprehended by police.*

*In Lakewood, an inebriated Latino male suspect approached a black male at a park. He asked the victim, "What are you doing around here, nigger?" To avoid trouble, the victim left the park on bicycle. The suspect followed him in a car yelling, "I'll show you, nigger!" He then struck the victim causing him to fly through the air and strike his head on the pavement. The suspect then crashed into a light pole, injuring himself. Both the victim and suspect were transported separately to a hospital where the victim identified his attacker to police.*

**Location**

The largest number of racial hate crimes reportedly took place at public places (41%), followed by residences (34%), businesses (13%), and schools (9%). This distribution represented a rise in the numbers of racial hate crimes in public places and a decline in these crimes at residences.

**Rate of Violence for Victims of Racial Hate Crime**



## Anti-Immigrant Slurs

In 15 crimes, suspects specifically used anti-immigrant language, such as “wetback,” or “foreigner.” In 14 of these crimes, the targets were Latino, and anti-Mexican insults were used in all but one of these. *There was also a case in which a Middle Eastern woman wearing a hijab was assaulted by 2 men at an apartment building, 1 African American and the other Latino. They spit in her face and told her to “go back to her fucking country.”* The previous year, anti-immigrant slurs were used against Latino, Asian, Middle Eastern and Armenian victims.

73% of these reported crimes were of a violent nature, a rate similar to 2011. 33% were cases of intimidation, 27% were simple assaults, 20% were acts of vandalism, and 13% were aggravated assaults. Compared to the previous year there was a drop in the number of aggravated and simple assaults.

In 2012, 50% of explicitly anti-immigrant crimes occurred in residences and 50% in public places. The previous year equal numbers of these crimes (30% each) took place in residences, public places and businesses.

It should be noted that there were probably other hate crimes that were fueled by anti-immigrant sentiment, but no evidence of such specific bias was reported.

## Actual Racial Hate Crimes

- February 11, Burbank**—An Armenian male returned to his car and found “Fuck U Armenian” scratched into the hood. There were also more than 30 dents on the car’s hood, doors and fenders.
- March 4, El Monte**—2 African American males were leaving a park when they were confronted by 4 Latino males. One of the suspects asked, “Are you a nigger?” An argument ensued. The suspects struck both victims in the face knocking them to the ground. They repeatedly punched and kicked the victims and then fled.
- March 21, Santa Monica**—A Latino male was walking at night. 2 white males approached him and began ridiculing him. 1 of the suspects produced a small baseball bat and yelled, “Mexican! Wetback!” He struck the victim on his face and wrist. The victim fell to the ground. After the suspects left the victim was driven to the hospital by a relative.
- June 15, Lancaster**—An African American female was exiting a market pushing a shopping cart. A white male pushed her cart to keep it from hitting him. The daughter of the woman appeared and said, “Don’t fucking touch my mother’s cart.” The victim explained why he’d touched the cart and entered the store. The suspect followed him, yelling, “You fucking redneck! You cracker! Motherfucker!” She then punched him in the face and tased him with a stun gun. The suspect shouted, “Run, you fucking white boy!”
- July 21, West Covina**—A black male accompanied some friends to a house party. A Latino male approached him and said, “Foo, you’re in my neighborhood.” The suspect challenged the victim to a fight. Once outside, the suspect drew a gun, shot the victim in the face, and fled the scene. 2 female by-standers rushed the victim to a hospital.
- August 10, Los Angeles**—3 black male siblings were walking near their home. As they passed a Latino couple the man asked, “What’s up?” He then began calling the victims, “Niggers!” and produced a knife. The suspect swung the knife at the victims, shouting, “This is Witmer Street!” He then made a call on his cell phone and said, “Get the cuete!” (gun). A second Latino suspect appeared and pointed a handgun at the victims. The victims escaped by running away and securing themselves in their apartment.
- October 28, Lancaster**—A Latina woman discovered her home had been ransacked, burglarized, and vandalized. Unknown persons stole her washing machine and dryer, made numerous holes in the walls, and clogged 2 shower drains with towels to cause flooding. She found numerous swastikas drawn on walls and windows as well as the phrases, “White Power” and “Fuck Mexico.”

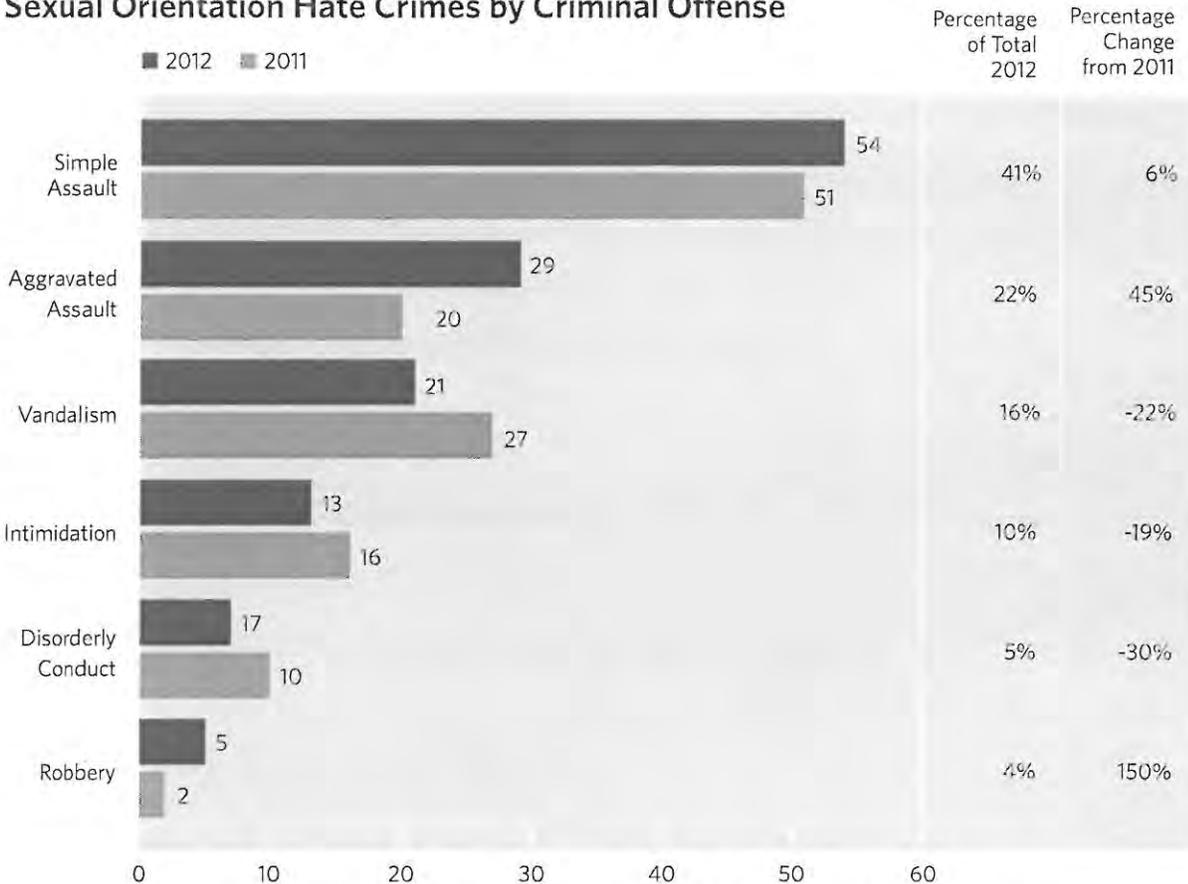
Sexual orientation-based hate crimes were again the second largest reported motivation category in 2012, constituting 28% of the total. Gay men were targeted in 91% of these crimes, compared to 84% the previous year. Anti-lesbian crimes declined from 13% to 8% of the total.

### Criminal Offenses and Rate of Violence

79% of reported sexual orientation crimes were of a violent nature, an increase from 71% in 2011. There were 2 gay men who were victims of attempted murder. *A Latino suspect approached a gay Latino man in the Western Heights neighborhood of Los Angeles asking if he could use his phone because he had car trouble. The victim consented and the 2 walked to his home nearby. While waiting for assistance, the victim's partner returned home. The suspect asked about the nature of their relationship. When he learned that they were a gay couple the suspect became enraged and shouted in Spanish, "I hate you fucking faggots. You disgust me! I'm going to kill you!" He attacked the couple, choking and beating them unconscious. The suspect fled after taking cell phones, wallets and other property belonging to the victims. They were treated at the hospital for multiple contusions and lacerations as well as torn earlobes.*

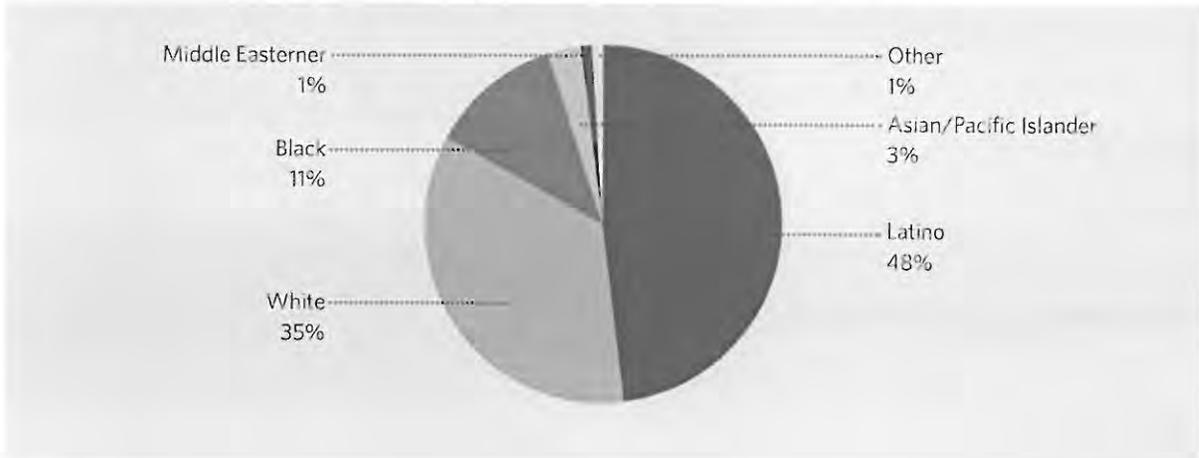
41% of the reported sexual orientation crimes were simple assaults, 22% were aggravated assaults, 16% were acts of vandalism, and 10% were cases of intimidation. The most significant change was that there was a 45% increase in aggravated assaults, from 20 to 29, which follows a 20% decrease last year.

### Sexual Orientation Hate Crimes by Criminal Offense



In 2012, there also 2 cases of attempted murder and a single case of sexual assault.

## Sexual Orientation Hate Crimes by Known Victim Race/Ethnicity



### Victim and Suspect Race and Ethnicity

Latinos comprised half of the victims of sexual orientation crimes, followed by whites (35%), and blacks (11%). This represented an increase in the number of Latino victims.

As in the past, victims of sexual orientation crime were most likely to be targeted by members of the same race. Latinos were most often targeted by other Latinos (67%), followed by blacks (19%). Whites were targeted by other whites in 45% of the cases, followed by Latinos (34%) and blacks (18%). Blacks were attacked by other blacks in 67% of sexual orientation-motivated crimes and by Latinos in 27% of them.

### Location

The largest number of homophobic crimes occurred in public places (38%), followed by residences (27%), businesses (21%), and schools (9%). This represented a decrease in the number occurring in residences and an increase in those taking place in businesses and schools.

## Actual Sexual Orientation Hate Crimes

**February 2, West Hollywood**—An African American female teenager was walking down stairs at a youth center when she heard someone say, “You lesbian, dyke bitch!” She turned around and saw a black male behind her who pushed her in the chest. She fell down the stairs and lost consciousness. When she awoke she realized she’d injured her back, hip, and leg.

**May 6, Covina**—A white lesbian couple returned home from a vacation and discovered that every room had been vandalized. Unknown suspects wrote on the interior walls of the residence, “Dyke Bitches,” “No Fags,” and “Leave Hoes.”

**June 14, West Hollywood**—A white male was hailing a cab when he was attacked by 2 Latino and 1 African American men. They pushed him to the ground and then punched and kicked him. The suspects went through his pockets. When the victim got back on his feet one of the suspects punched him with brass knuckles knocking him to the ground again. The suspect laughed and said, “Faggot, are you spitting your teeth out?”

**July 7, Los Angeles**—A gay Latino man and his white partner were walking in South Los Angeles. 3 black males attacked them from behind. One of the suspects punched the Latino victim and shouted, “Remember me, bitch? I’m going to kill you and your faggot friend!” Another suspect threw a beer bottle but missed the victims. The third brandished a shovel menacingly and yelled, “We don’t like you faggots in the neighborhood!” He then swung the shovel and struck the white victim in the back and thigh. The suspects fled after stealing 1 of the victim’s cell phones.

**July 24, Palmdale**—2 black victims (one who identifies as gay and the other as a transgender woman) were eating in a fast-food restaurant. 3 black males and 1 black female approached them and one of the men shouted, “You’re a fuckin’ faggot! You should be a man!” The suspect repeatedly punched the gay victim. The victims ran away but were pursued by the suspects in a car driven by the female. The male suspects exited the car and continued to beat the gay male victim.

**October 7, Los Angeles**—A Latino male was walking from a gay nightclub toward his car. 3 Middle Eastern men drove by and shouted, “You queer fucking faggot!” 2 of the suspects exited the vehicle, robbed him of his wallet, and punched him. They forced the victim into the backseat of their vehicle and drove away. While holding a knife to the victim’s throat they forced him to orally copulate one of the suspects. The suspects then dragged him out of the car and punched and kicked him. After the suspects fled the scene the victim contacted police.



Religious crimes declined 4% from 94 to 90 in 2012. As in previous years, the overwhelming majority of these crimes (89%) were anti-Jewish. The previous year 77% of religious crimes were anti-Jewish, a number that included the work of a serial vandal who painted swastikas on 14 different locations in the City of Santa Monica. Anti-Jewish crimes were followed by those targeting Muslims (6%) and Protestants (4%). There was 1 lone anti-atheist crime. As in previous years, most of the anti-Christian crimes contained Satanist graffiti.

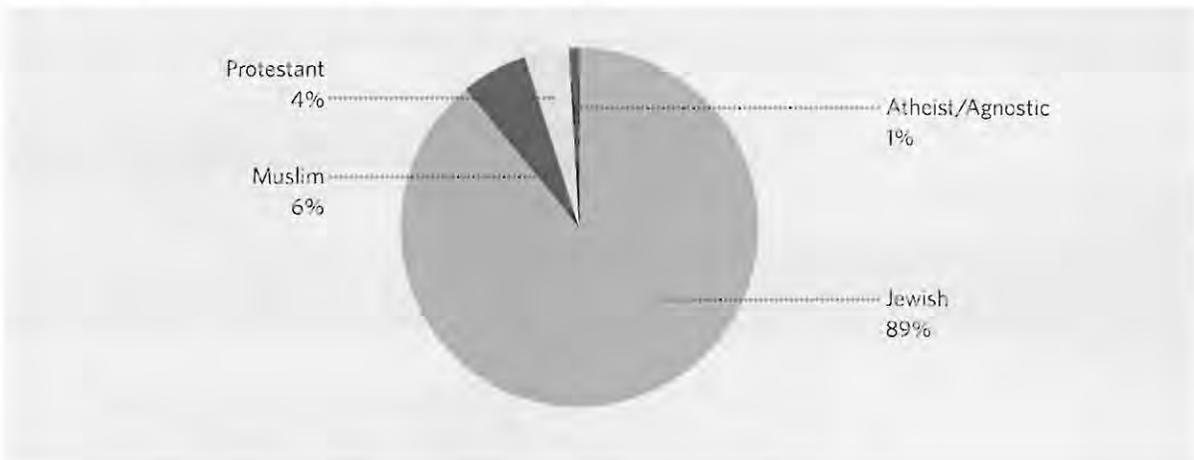
Only 15% of these crimes were violent compared to 20% the previous year. The most common criminal offense was vandalism (53%), followed by disorderly conduct which includes displays of swastikas that do not cause damage (28%), and intimidation (8%).

By far the largest number of these crimes took place at residences (39%), followed by businesses (18%), religious sites (15%), schools (11%), and public places (10%). Compared to the previous year, this represented a 52% jump in religious crimes occurring in residences, and large declines in crimes that occurred at religious sites or using electronic communication (e-mail, texts, etc.). Outside of the City of Los Angeles, there were no concentrations of religious hate crimes in any other city or unincorporated area.

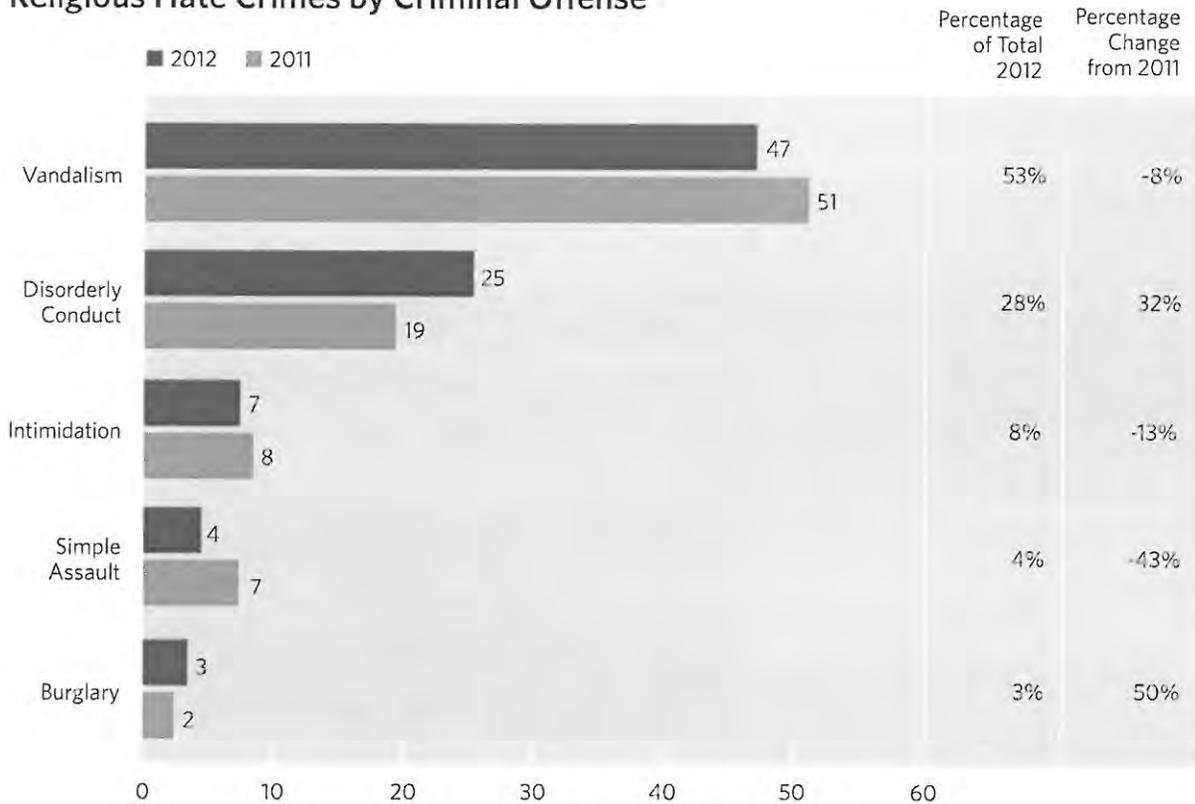
The victims were overwhelmingly white. In the small number of cases in which suspects were identified, they were racially diverse. About half were white and the rest were a mix of Middle Eastern, black, Asian and Latino. The previous year the great majority of the suspects were white.

In 81% of religious hate crimes, there was evidence of white supremacist ideology, most frequently the use of swastikas.

### Religious Hate Crimes by Targeted Group



## Religious Hate Crimes by Criminal Offense



In 2012, there were also 2 cases of aggravated assault and a single case of arson.

## Actual Religious Crimes

**March 14, Los Angeles**—Unknown vandals wrote swastikas on the homes of 3 Jewish families living on the same street.

**May 14, Calabasas**—A white male entered a car dealership showroom. Because of a previous incident the several members of the staff asked him to leave. The suspect singled out an Arab employee and yelled, "Fuck you! I'm not going to listen to a guy who prays to Allah!" He stepped closer to the victim and said, "Now I'm in your personal space! What are you gonna do?" The suspect then slapped the victim's face.

**May 26, Los Angeles**—A public utility box outside of a church was vandalized with graffiti that included, "666," an upside-down cross, and the words "Curse God Kill Jesus." Additional graffiti was found on the back door of the church.

**December 3, Los Angeles**—A Jewish couple returned home to find their home burglarized and swastikas drawn on their bathroom mirror and cupboard.

**December 14, Los Angeles**—A Jewish male college student received an e-mail from an unknown person that read, "Burn in an oven, motherfucking Jew! We know where you live, fucking Jew! We'll turn you into ashes when u get back from your trip." The e-mail message included a picture of a gas chamber with an arm hanging out of the open door.

# A Closer Look at Gender Hate Crimes

There were 13 crimes based on the victim's gender or identity in 2012, compared to 14 reported the previous year. All of these cases targeted male-to-female transgender women, although in one case a gay man was attacked because he was in the company of a transgender woman at a restaurant. As in previous years, the great majority (92%) were of a violent nature. They included 5 aggravated assaults, 5 simple assaults, and 1 case each of intimidation and vandalism.

8 of the victims were Latina, 3 were black, and 1 was Asian. Most of the victims were attacked by suspects of the same race.

6 of these crimes took place in businesses. 5 occurred at residences and 2 in public places. The previous year the majority of gender crime victims were attacked in public places followed by residences.

## Actual Gender Hate Crimes

**June 6, Valley Glen (Los Angeles)**—2 Latina transgender women were eating in a fast food restaurant when they were confronted by 2 white men and a woman. 1 of the suspects said, "You fucking faggots! I'm going to kick your ass!" 1 of the suspects pulled out a handgun that was taped to his ankle causing the victims to flee in a car. The three suspects were later arrested.

**October 29, Santa Monica**—A black transgender woman found her car vandalized with scratches and her side-view mirror broken. Next to her car she found a note that read, "I'll kill you bitch. You fucking faggot tranny bitch. This is my parking space, faggot."

**November 13, El Monte**—A Latina transgender woman was walking toward her motel room. A Latino suspect followed her on a bicycle and asked, "Do you have a dick or a vagina between your legs?" The victim entered a Laundromat to avoid a confrontation. The suspect waited outside the entrance and produced a butcher knife. He yelled, "He-She! Punk! Fag! Burn in hell!" and threatened to stab her. Fearing for her safety the victim called the police.



# Hate Crime Prosecutions

The District Attorney's Office handles the great majority of hate crime prosecutions in Los Angeles County. In 2012, 77 hate crimes were referred to the District Attorney's Office. The District Attorney filed charges in 52 of those cases. 33 adults were charged with felony hate crimes and 5 were charged with misdemeanors.

Of the felonies, 25 were motivated by race (including ethnicity and national origin), 6 were based on sexual orientation, and 1 was based on religion. There was an additional case of family violence in which the hate crime charge was dismissed. 4 adults were charged with misdemeanors based on race and 1 based on sexual orientation. There was no information about the juveniles charged with hate crime because those records are confidential.

20 hate crime investigations were referred to the Los Angeles City Attorney, all involving adults. 7 of these cases were motivated by race and 11 were based on sexual orientation. Information about the remaining 2 was not available.

Hate crime charges were filed in 5 of those cases. 4 of these were motivated by racial bias and information was not available about the remaining case.

The U.S. Attorney's Office is responsible for prosecuting federal offenses. There were no hate crime charges filed in 2012. However, there was a highly publicized crime that occurred on December 31, 2012. Two Latino members of Compton Varrio 155 gang repeatedly harassed and threatened an African American family that had moved into the neighborhood. The U.S. Attorney filed hate crime and other charges against them in February, 2013.



# Review of 2012 Hate Crime Legislation

## California State Legislation

### **Assembly Bill 9** (Kehoe)

AB 9 adds to existing state policy requiring equal rights and opportunities for all persons in public schools regardless of any characteristic included in the definition of hate crimes. The bill requires that the policy prohibit discrimination, harassment, intimidation, and bullying based on these actual or perceived characteristics. This bill also requires school personnel who are witnesses to intervene at an appropriate time. The state will reimburse local agencies and school districts for costs mandated by this law. The Senate made amendments to the bill, removing a provision that school districts provide training to personnel to implement these policies. The Senate also removed a requirement that school districts publish the anti-bullying policies in parent-student handbooks and the complaint forms on the schools' websites. In addition, the Senate amendments require the California Department of Education to publish relevant information on its website and the Office of Superintendent of Public Instruction to publish and update a list of statewide resources on its website. This bill was approved and chaptered on October 9, 2011. It became effective on July 1, 2012. It is also known as "Seth's Law."

### **Assembly Bill 746** (Ammiano)

AB 746 amends the definition of bullying in the Interagency School Safety Demonstration Act of 1985. The bill specifies that bullying committed by means of an electronic act includes posts on social network Internet Web sites. The bill was chaptered on July 8, 2011. This law went into effect on January 1, 2012.

## Federal Legislation

### **H.R. 1136** (Johnson)

Violence Against the Homeless Accountability Act of 2013 would amend the Hate Crime Statistics Act to include crimes against the homeless in the data collected by the Attorney General. This bill was referred to the House Subcommittee on Crime, Terrorism, Homeland Security, and Investigations on April 15, 2013.

### **H.R. 90** (Jackson Lee)

David Ray Hate Crimes Prevention Act of 2013 would amend federal criminal code to penalize those who willfully cause or attempt to cause bodily injury on the grounds of the actual or perceived race, color, religion, national origin, gender, sexual orientation, or disability of another person. Additionally, this bill would require the Administrator of the Office of Juvenile Justice and Delinquency Prevention of the Department of Justice to issue grants to programs on the state and local levels designed to address and combat hate crimes by juveniles. Furthermore, the proposed act would direct the US Sentencing Commission to study adult recruitment of juveniles for hate crimes and, based on results of research, amend the federal sentencing policies to enhance sentencing for these types of offenses. This bill was referred to the House Subcommittee on Crime, Terrorism, Homeland Security, and Investigations on January 25, 2013.

### **H.Res.785** (Crowley)

This resolution condemns hate crimes, violence, racism, vandalism, and discrimination against Sikh-Americans and supports efforts to educate the public in order to combat bullying of Sikh-Americans. This resolution also calls upon the Department of Justice to begin documenting hate crimes and violence specifically against Sikh-Americans and supports efforts by federal and local law enforcement to prevent hate crimes against Sikh-Americans. It was last referred to the Subcommittee on the Constitution on September 19, 2012.





## Executive Profile

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### NOLAN ROLLINS

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#### President and Chief Executive Officer

Nolan Rollins is a highly respected Urban League executive and leader, and the seventh President and CEO of the Los Angeles Urban League in its over 90 years of existence. He is a successful product and student of the Urban League Movement who “lives and breathes the League 7 days a week.” Over ten years ago he began his professional tenure with the Urban League as the Executive Vice President and COO of the Greater Baltimore Urban League where he oversaw all programmatic and operational functions of the agency while managing 25 staff members. In this capacity he developed, directed and implemented all economic and community development strategies which allowed/positioned the agency to monitor over \$3 billion in community development projects in Baltimore to ensure local, minority and small business participation. He also designed and implemented employment and housing strategies to help stabilize local communities. Nolan simultaneously served as the President of the National Urban League Young Professionals (NULYP), with 67 chapters’ nationwide and over 8,000 members and was the NULYP representative on the National Urban Leagues’ Board of Trustees, serving on the Affiliate Services, Programs and Strategic Planning committees.

Mr. Rollins is viewed as a strong transformational visionary leader and builder. As the President/CEO of the Urban League of Greater New Orleans (ULGNO), he turned around the affiliate during a time when the city was recovering from the devastating turmoil of Katrina. He has established a track record of stabilizing institutions through creating innovative and impactful direct service programs while streamlining operations to focus and align with the National Urban League’s core mission. Through the efforts of Nolan and his team, the New Orleans affiliate has become financially sustainable and strategically leveraged to secure diverse streams of funding and partnerships as the go-to social services organization in the city. While following in the footsteps of one of the Urban League’s true giants, Clarence Barney (who ran ULGNO for over 30 years) was a challenge, he also inherited the devastation and disillusionment of Katrina. On top of all of this, Nolan was an outsider, with no roots in New Orleans. Five years later, he was recognized as one of the top leaders within the New Orleans community.

He was a key advisor to the Mayor and in 2010 the mayor selected Nolan to serve as Co-Chair of the search committee for a new Police Chief in New Orleans. The Mayor also appointed him to the Airport Board, where he served as the nation’s youngest Chairman. During his tenure as Chairman he was responsible for turning around the airport’s internal operations, the over \$300



million Super Bowl renovations and conducting the due diligence necessary for the Mayor's decision to build a new airport, through his chairmanship of the board's construction committee. No longer viewed as an outsider, Nolan is considered as a jewel of the city for his work with the Urban League.

Nolan is an extremely smart and professional leader. He is a creative, strategist, progressive thinker and relationship builder. His humble demeanor, relationship skills, business acumen and political savvy have enabled Nolan to establish himself as a trusted leader who has been successful with raising money, launching new programs, enhancing board participation and stewardship as well as heightening the level of political influence and economic impact ULGNO has within the city of New Orleans and throughout the state of Louisiana.

He has repositioned ULGNO as an "agency of choice," a vehicle for private, public and government sectors to provide small business programs (Goldman Sachs 10,000 Small Business Initiative, monitoring over \$2.5 billion in public sector development projects), job training/workforce development (staffed the redeveloped Hyatt Hotel), crime prevention (operated the City of New Orleans' Cease Fire program), and education resources and services (developed the State of Louisiana's first Parent Information Center, to help parents navigate the reforms in public education). Nolan has lead growth efforts for the affiliate, diversified and increased funding from \$1 million to over \$7million annually. Additionally, Nolan has applied social entrepreneurial efforts to gain support for programs, utilized New Market Tax Credit for construction projects, and marketed job and workforce development programs under various fee for performance contracts and partnerships.

During his tenure as the head of the New Orleans affiliate, Nolan has been a strong and vocal advocate for underserved communities and disadvantaged individuals. He has aggressively fought for a seat at the table and to be a voice for the voiceless in New Orleans. Nolan is strategic and diplomatic in his approach to community development and sees his role as a key collaborator who is willing and able to work with various groups and organizations to improve the lives and opportunities of his constituents. He is characterized as the embodiment of the work that the Urban League does. He is a thoughtful partner, and always at the forefront of influencing and making policy. He has had such an impact that "some issues don't even move forward until the Urban League has been invited to the table."

#### Education:

Florida Coastal School of Law, Jacksonville, Florida  
Juris Doctor 2000

University of Baltimore, Baltimore, Maryland  
M.A. Legal Ethical and Historical Studies 1996

Virginia State University, Petersburg, Virginia  
B.S. Public Administration (economics focus) 1994

**COMMON** GROUND,  
**COMMON** GOAL:

California's Regulatory Business Climate:  
The Impact on Urban Communities

*A Dialogue with Business, Government, and Community*



**Los Angeles**  
Urban League

*Empowering communities.  
Changing lives.*



**California  
Business  
Roundtable**

**UCLA** Luskin School of Public Affairs

Center for Civil Society

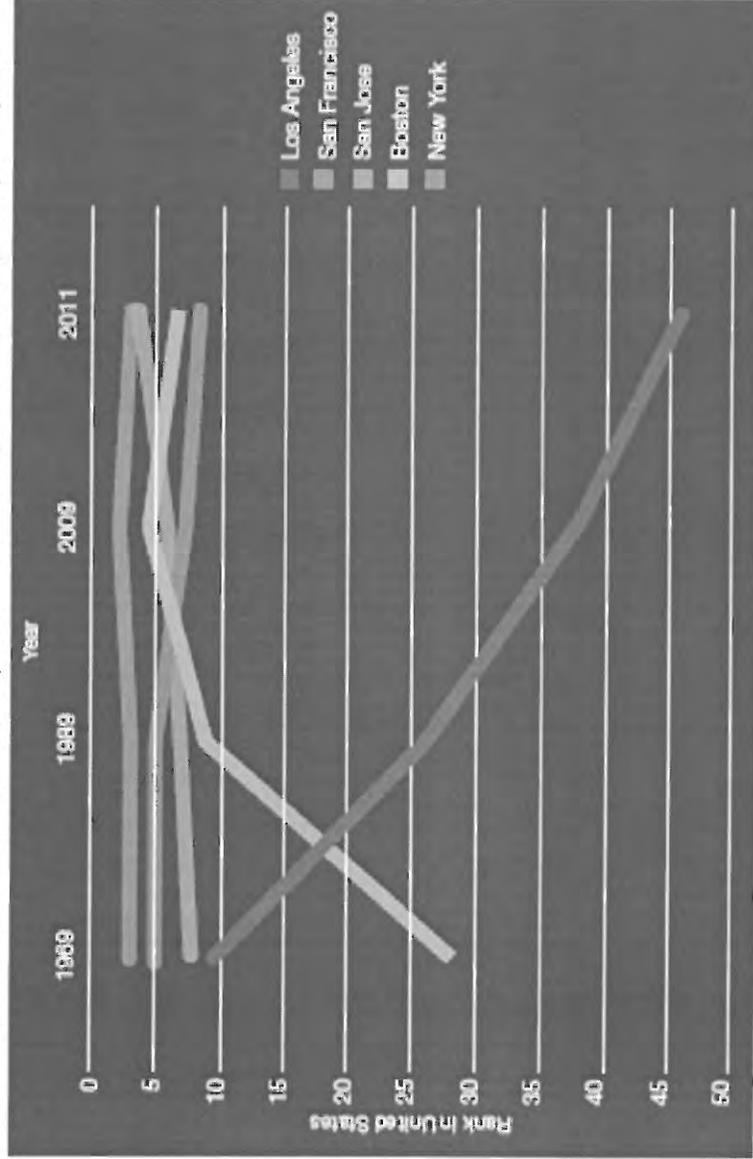


## Martin Luther King, Jr.

"If a man doesn't have a job or an income, he has neither life nor liberty nor the possibility for the pursuit of happiness."

# From 10<sup>th</sup> in the Nation to 46<sup>th</sup> Per capita income

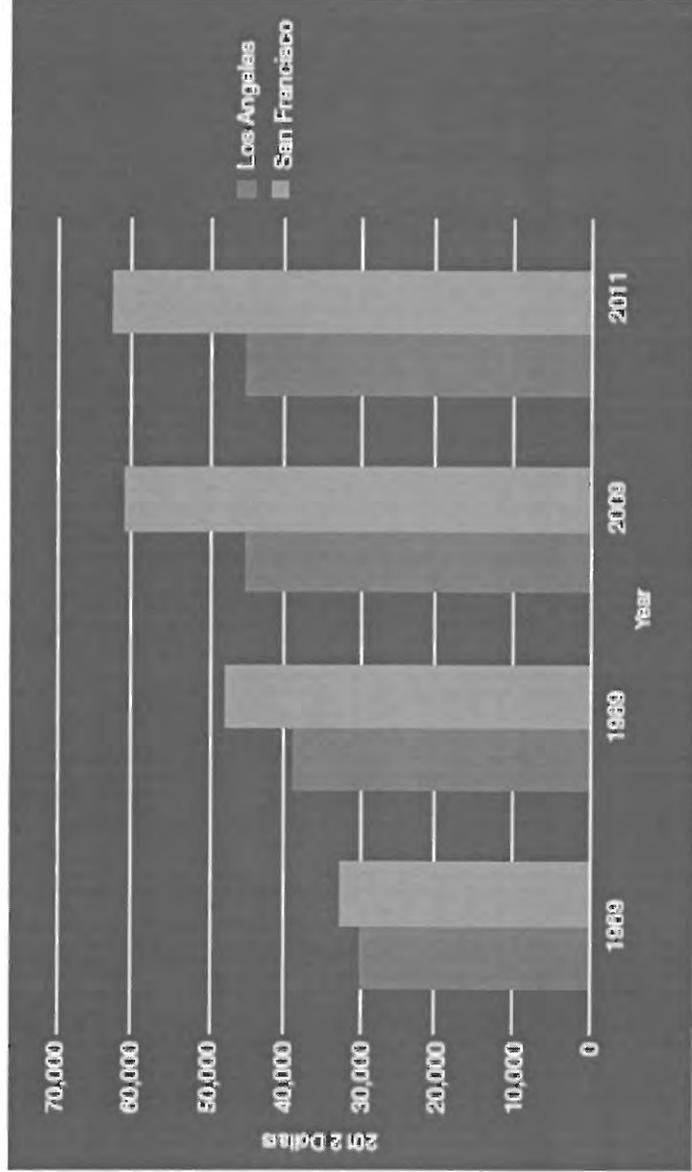
Rank in United States by Per Capita Personal Income, 5 Cities, 1969, 1989, 2009, 2011



Source: Bureau of Economic Analysis

# Los Angeles is falling behind

Per Capita Personal Income, Los Angeles & San Francisco, 1969, 1989, 2009, 2011



Source: Bureau of Economic Analysis



# Significant loss of middle-skilled jobs

## Decrease in Jobs, By Industry and Salary, Metro LA 1990-2010

Change in the number of jobs	Industry	Average Wage
-23,873	Specialty Trade Contractors	\$51,192
-25,664	Furniture and Related Product Manufacturing	\$38,503
-26,607	Insurance Carriers and Related Activities	\$77,695
-29,984	Electronics and Appliance Stores	\$62,644
-30,140	Apparel Manufacturing	\$35,126
-41,069	Fabricated Metal Product Manufacturing	\$51,917
-42,536	Merchant Wholesalers, Durable Goods	\$71,873
-57,727	Hospitals	\$69,604
-82,700	Transportation Equipment Manufacturing	\$64,538
-111,397	Computer and Electronic Product Manufacturing	\$129,410

Source: Common Ground, Common Goal, UCLA Luskin School of Public Affairs, 2013



# Solutions for better communities

- **Remove the barriers:** Re-examine state and local policies that are pushing middle-income jobs to other states and locations, and take immediate action to mitigate those impacts;
- **Train the workforce:** Develop a blueprint for educational parity, including early childhood education and workforce training opportunities that align with growth industries;
- **Bring the jobs:** Establish certainty for companies that are currently operating or are seeking to operate in metropolitan areas by ensuring stability of regulations, leveling the competitive playing field with other states, and incentivizing companies to create stable jobs.

**Daniel Kikuo Ichinose**  
**Program Director**  
**Demographic Research Project**  
**Asian Americans Advancing Justice Los Angeles**

**Daniel Kikuo Ichinose** is the Director of the Demographic Research Project at Advancing Justice - LA, which seeks to make data on Asian Americans, Native Hawaiians, and Pacific Islanders (NHPIs) more accessible through research, technical assistance, and training. He oversees Advancing Justice - LA's Census Information Center (CIC) and is lead researcher on several projects, including ongoing studies of Asian American political participation and language and limited-English proficiency in California legislative districts and Los Angeles County.

Ichinose is a veteran of two statewide redistricting campaigns, working with communities throughout California to construct the Asian American and NHPI communities' first statewide redistricting proposal in 2001 and first majority Asian American legislative district in 2011. He has served on the Los Angeles Police Commission's Hate Crimes Task Force, the APIA Vote! Committee of the Asian Pacific Policy & Planning Council, and on the Board of Directors of the Japanese American Citizens League's Pacific Southwest District and Hapa Issues Forum.

He holds a bachelor's degree from University of Florida and a M.A. in Sociology from the University of Massachusetts, Amherst.



2013

# A COMMUNITY OF CONTRASTS

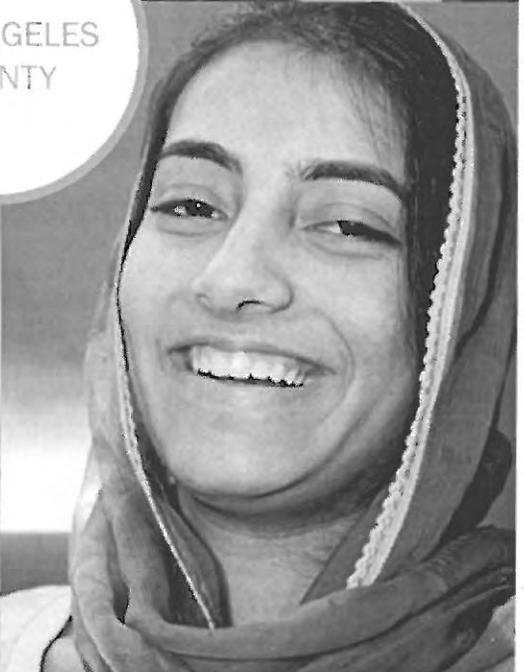
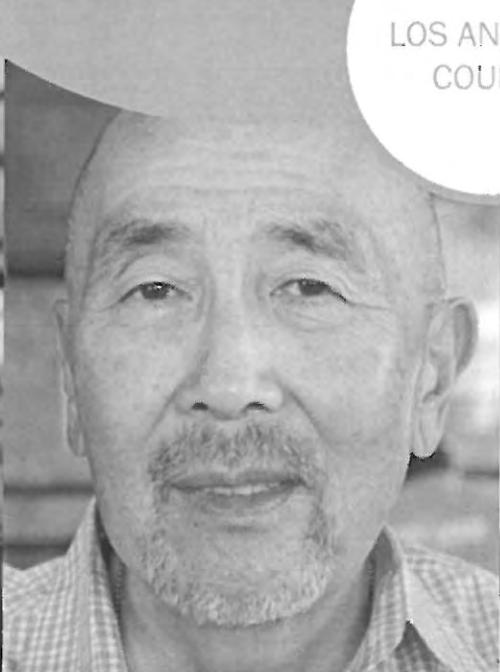
Asian Americans, Native Hawaiians and Pacific Islanders in Los Angeles County



ASIAN AMERICANS  
ADVANCING  
JUSTICE

LOS ANGELES

LOS ANGELES  
COUNTY



# EXECUTIVE SUMMARY

Los Angeles County is home to the nation's largest Asian American population, numbering nearly 1.5 million and making up 15% of the county's total population. There are over 54,000 Native Hawaiians and Pacific Islanders (NHPI) countywide, the largest NHPI population in the continental United States. *A Community of Contrasts: Asian Americans, Native Hawaiians and Pacific Islanders in Los Angeles County* provides community organizations, policy makers, foundations, businesses, and others with essential data on and policy recommendations supporting these diverse communities. Highlights include the following:

**While Los Angeles County's overall population growth is stagnant, large Asian American and NHPI communities continue to grow.**

Los Angeles County's total population grew only 3% between 2000 and 2010. In stark contrast, its Asian American population grew 20% over the decade, significantly faster than any other racial group; Latinos grew 11% and NHPI grew 9%, while the number of Whites countywide decreased 8%. In 2000, there were 7 majority Asian American cities countywide; there are now 13 (12 of which are in the San Gabriel Valley). Among Asian American and NHPI ethnic groups, South Asians and Fijian Americans are the county's fastest growing. As Los Angeles becomes even more diverse, programs that promote positive human relations and alleviate intergroup tensions are needed more than ever before.

**Asian American and NHPI business owners countywide are creating jobs.**

There are over 180,000 Asian American-owned and 2,800 NHPI-owned businesses in Los Angeles County. Asian American-owned businesses alone employ nearly 360,000 Americans, issuing over \$10 billion in payroll. From 2002 to 2007, the number of people employed by these businesses grew 31%. Among Asian American and NHPI ethnic groups, Chinese, Korean, and Filipino Americans own the greatest number of businesses.

**While record numbers of Asian Americans countywide are registering to vote and casting ballots, there is considerable untapped potential in Asian American and NHPI communities to influence the political process.**

As Asian American and NHPI populations in Los Angeles County continue to grow, so too does their political participation. The number of Asian Americans who voted countywide increased from over 210,000 in 2000 to a record number 290,000 in 2008. Yet Asian Americans and NHPI have not reached their full political potential. Over 120,000 Asian American immigrants who obtained legal permanent residence between 1985 and 2005 and are eligible to naturalize have not. Language barriers limit access to information about the electoral process, candidates, and ballot measures. Funding to community organizations that offer culturally and linguistically competent naturalization assistance to Asian Americans and NHPI remains critical. Language assistance provisions in both the federal Voting Rights Act and state election code are important to promoting increased participation in the electoral process.

**More immigrant than any other racial group countywide, Asian Americans benefit from effective implementation of immigration reform and broader immigrant integration efforts.**

Nearly two-thirds of Asian Americans in Los Angeles County were born outside the United States, a rate higher than any other racial group; roughly one-fifth of NHPI countywide are foreign-born. Between 2000 and 2010, about 310,000 Asian American and 1,300 NHPI legal permanent residents settled in Los Angeles County, most of these from the Philippines, China, and Korea. An estimated 130,000 Asian Americans countywide are undocumented; courts in the city of Los Angeles have deported more people to Asia or the Pacific Islands than those in any other city nationwide. Asian American and NHPI communities benefit from effective local implementation of federal immigration reform, efforts to address anti-immigrant discrimination, and immigrant integration programs.

**Language barriers prevent Asian Americans and NHPI from accessing critical services.**

Over one million people in Los Angeles County speak an Asian or Pacific Island language. Of those, over 530,000 Asian Americans and 4,100 NHPI are limited English proficient (LEP) and experience some difficulty communicating in English that affects their ability to access basic services. Among ethnic groups, a majority of Korean, Burmese, Vietnamese, Taiwanese, and Cambodian Americans countywide are LEP. Local policies and practices that make services more accessible through translation and interpretation into Asian and Pacific Island languages should be strengthened; as budget cuts threaten English for speakers of other languages courses, greater investment in English language acquisition for Asian American and NHPI youth and adults is also needed.

**Educational outcomes vary greatly among Asian Americans and NHPI.**

Many assume that all Asian Americans and NHPI have high levels of formal education. Yet data disaggregated by ethnic group show that their educational outcomes are mixed. Cambodian, Vietnamese, and Laotian Americans are less likely than all racial or ethnic groups except Latinos to have earned a high school degree. Tongan Americans are least likely among racial or ethnic groups to hold a bachelor's degree. In fall 2012, applicants from 15 Asian American or NHPI ethnic groups, including Samoan, Thai, Filipino, Cambodian, and Vietnamese Americans, were less likely than Whites to be admitted to UCLA. Expanding access to bilingual instruction and dual immersion programs, supporting the meaningful involvement of LEP parents in their children's education, and establishing policies that promote equal opportunity and diversity in public education are all important ways of addressing these disparities.

**Asian Americans and NHPI have been impacted by the economic crisis and will be hurt by further cuts to social service programs serving low-income communities.**

Between 2007 and 2011 the number of unemployed Asian Americans in Los Angeles County grew 89%; the number of unemployed NHPI grew 111%. Over the same period, the number of Asian Americans and NHPI living below the poverty line countywide grew 20% and 84%, respectively. Today both Asian Americans and NHPI fare worse than Whites across multiple measures of income; over half of Tongan Americans and one quarter of Cambodian Americans countywide live below the poverty line. Poverty rates among Asian Americans are highest in El Monte, Long Beach, Pomona, Alhambra, and Rosemead, while poverty among NHPI is highest in Compton, Long Beach, and Los Angeles. CalWORKS, Cash Assistance Program for Immigrants (CAPI), In-Home Supportive Services, and MediCal are all critical to the survival of growing numbers of Asian Americans and NHPI without work, as are culturally and linguistically accessible workforce development programs.

**Asian Americans and NHPI in Los Angeles County continue to face housing challenges.**

Only 40% of NHPI in Los Angeles County are homeowners, a rate comparable to that of Blacks or African Americans and Latinos. Asian Americans are less likely than Whites to own homes. Among racial and ethnic groups countywide, Mongolian, Nepalese, Samoan, Bangladeshi, Tongan, Cambodian, and Korean Americans are least likely to be homeowners, while Sri Lankan, Vietnamese, and Bangladeshi American households are most likely to spend 30% or more of their income on rent. Laws protecting those facing eviction or foreclosure are needed; legal remedies should be accessible to the LEP. Funding strategies that address the loss of redevelopment agencies and decreasing federal assistance should also be explored.

**Asian Americans and NHPI are disproportionately impacted by certain types of disease yet are less likely to be insured.**

Asian Americans are the only racial group for whom cancer is the leading cause of death. The number of people countywide who die from diabetes is decreasing among all racial groups except NHPI. Yet both Asian Americans and NHPI are less likely than Blacks or African Americans and Whites to have health insurance; over one in three Korean Americans in Los Angeles County are uninsured, a rate highest among racial or ethnic groups. Government, foundation, and private funding are needed to support culturally and linguistically appropriate outreach and education to Asian American and NHPI communities around available health coverage options.

# POLICY RECOMMENDATIONS

*How can government agencies, community organizations, and others better serve Los Angeles County's large and growing Asian American and Native Hawaiian and Pacific Islander (NHPI) communities? The following policy recommendations serve as a starting point for improving the delivery of services to two of the county's most diverse racial groups.*

## **Human Relations**

Los Angeles County's population is one of the most diverse in the country. In addition to residents from a myriad of racial and ethnic backgrounds, the region is home to many religions and a large lesbian, gay, bisexual, transgender, intersex, and queer (LGBTIQ) community. While this diversity is a tremendous asset, Los Angeles has a history of civil unrest caused in large part by structural inequalities and lack of equal access to economic opportunity. Policy makers should promote more positive human relations by:

- Increasing funding to local human relations commissions, including programs that address intergroup tensions and respond to complaints of discrimination and harassment.
- Strengthening successful community-based programs that prevent hate violence and respond to hate crimes and incidents, ensuring adequate foundation, corporate, and government funding.
- Improving law enforcement investigations of hate crime and incidents by both adopting language access policies that enable limited English proficient (LEP) survivors to report hate crimes and incidents and train officers to follow clear protocols on how to respond to such reports.

## **Civic Engagement**

As Asian American and NHPI communities in Los Angeles County grow, more are becoming citizens, registering to vote, and casting ballots. Asian American immigrants have above-average rates of naturalization. A record number of Asian Americans countywide cast ballots during the 2008 General Election. Yet significant hurdles to their full political participation remain. Many who have met the requirements to naturalize will need help becoming U.S. citizens. Asian American voter registration and turnout still lags behind that of other racial groups. Policy makers should promote the civic engagement of Asian Americans and NHPI by:

- Providing government, foundation, and corporate funding to community organizations that offer culturally and linguistically competent naturalization assistance, voter registration, and voter education to Asian Americans and NHPI. Because civic engagement work is most effective when conducted on an ongoing basis, funding for such work should be provided for multiyear periods rather than only during election cycles.
- Conducting outreach to (1) increase awareness of language assistance available to voters under Section 203 of the federal Voting Rights Act, particularly among Cambodian, Indian, Thai American, and other communities newly covered in 2016; (2) promote the secretary of state's online voter registration website, which will be made available in eight Asian languages in 2014; and (3) educate voters about the county's new voting system, which the county registrar will roll out middecade.
- Replacing both Los Angeles City and County advisory redistricting bodies with independent commissions that have final authority for establishing legislative boundaries. Any redrawing of legislative boundaries countywide should comply with the federal Voting Rights Act; keep communities of interest intact; refrain from subordinating community interests to those of incumbents, candidates, or political parties; be transparent; and provide opportunities for full and meaningful public participation.

## **Immigration**

Asian American communities in Los Angeles are more immigrant than any other; 64% are foreign-born. Immigrants from Asia and throughout the Pacific continue to arrive in large numbers. Given the integral role immigrants play in Los Angeles, it is critical that policy makers work to protect the rights of both legal and undocumented immigrants. Immigrant integration must remain a core budget priority for local governments despite the ongoing fiscal crisis. Immigrant integration efforts should be strengthened by:

- Providing government, foundation, and corporate funding to community-based organizations to help eligible immigrants legalize their status if immigration reform is enacted at the federal level. Free and low-cost civics and English language classes are also needed.

# POLICY RECOMMENDATIONS

- Adopting laws that prevent discrimination against documented and undocumented immigrants in employment, housing, education, and basic public services. Immigrants should be protected from threats of arrest and deportation in retaliation for asserting their rights to fair housing, employment, and education; significant penalties should be levied against those who retaliate.
- Ending programs that authorize state and local police to enforce federal immigration laws. These programs divert scarce resources, increase localities' exposure to liability, and exacerbate fear in communities already distrustful of police.
- Adequately funding the City of Los Angeles's Office of Immigrant Affairs, which centralizes coordination of policies and programs that promote immigrant integration and counter anti-immigrant discrimination. Los Angeles County should establish a similar office.

## Language

There are over 530,000 LEP Asian Americans living in Los Angeles County; over 39% of Asian Americans countywide experience some challenge communicating in English that impacts their ability to access basic services. Though California enacted one of the first laws in the nation to require access to government services for LEP residents in 1972, audits of the Dymally-Alatorre Act in 1999 and 2010 showed drastic deficits in its implementation. Language rights policies should be strengthened and investments in English language acquisition for youth and adults made through:

- Enacting language access ordinances that improve local governments' ability to serve all residents equally. The cities of Oakland and San Francisco have adopted municipal ordinances to improve access to services through, for example, bilingual assistance and language interpretation.
- Increased government funding for free and low-cost adult English language programs.

## Education

The educational needs of Asian Americans and NHPI in Los Angeles are complex, with the successes of some overshadowing significant challenges faced by others. While some Asian American and NHPI adults are among the most educated, others are among those least likely to hold high

school and bachelor's degrees. Among K-12 students, English language learners lack access to teachers and teacher's aides bilingual in Asian and Pacific Island languages. Among applicants to UCLA, some Asian American and NHPI ethnic groups, including Filipino Americans, have among the lowest rates of admission. The educational needs of Asian Americans and NHPI in Los Angeles County should be addressed by:

- Increasing and stabilizing funding for K-12, adult, and public higher education, including community colleges and both the California State University and University of California systems, to ensure public education is accessible and affordable to Asian American and NHPI communities. Robust financial aid programs, targeted outreach, and in-language resources for parents are critical.
- Expanding access to bilingual instruction and dual immersion programs in languages commonly spoken by students, while providing LEP students priority enrollment. For example, bilingual instruction and dual immersion programs should exist in both Spanish and Khmer in Long Beach, where both populations are sizeable.
- Increasing funding and support for bilingual teachers and teacher's aides in languages other than Spanish.
- Supporting opportunities for meaningful parental involvement in their children's education, including providing LEP parents with quality translation of school documents and interpretation at school meetings and events. Schools should be encouraged to voluntarily translate materials into languages that do not meet the 15% threshold for mandatory translation; a lower threshold of 5% would be more appropriate.
- Adopting and enforcing antihate and antibullying policies at both the school district and school levels and providing relevant training to teachers and school administrators.

## Income and Employment

Like all Angelenos, Asian Americans and NHPI have been impacted by the economic crisis. The number of unemployed and poor Asian Americans and NHPI in Los Angeles County has grown dramatically in recent years. Tongan and Cambodian Americans have poverty rates

## POLICY RECOMMENDATIONS

higher than any other racial or ethnic groups countywide; over half of Tongan Americans live below the poverty line. Many Asian American and NHPI poor are unable to access good jobs because of limited English proficiency or their immigration status. The economic conditions of Asian Americans and NHPI should be improved by:

- Preserving and strengthening social safety net programs such as CalWORKS, Cash Assistance Program for Immigrants (CAPI), In-Home Supportive Services, and MediCal.
- Instituting language-access policies for workforce development programs, including those that support CalWORKS, to ensure equal access to training, skills development, English for speakers of other languages classes, job placement services, and good living-wage jobs.
- Investing greater public funding to ensure vigorous enforcement of employment and labor laws by local agencies, especially in low-wage industries where wage theft and health and safety violations are rampant. Effective antiwage theft ordinances are needed to enforce workers' legal rights, including the right to organize for better wages and conditions without retaliation, and level the playing field for responsible businesses.
- Including Asian Americans and NHPI in equal opportunity programs, such as minority public contracting programs, to counter discrimination in hiring, retention, and promotion.
- Enacting stronger policies and programs that create good, living-wage jobs. These jobs should be accessible to those who are LEP or face other barriers to employment.
- Supporting small businesses and small business development with government loans and financing, multilingual training programs and technical assistance, and information on responsible employment practices.

### Housing

Homeownership is a dream that has eluded many Asian Americans and NHPI in Los Angeles. Asian Americans and NHPI are less likely than Whites countywide to own homes; some, including Samoan, Cambodian, and Korean Americans, are among those least likely to be homeowners. Disproportionate numbers of Asian American and

NHPI renters struggle to find affordable housing, while many live in overcrowded households. For Asian Americans and NHPI, the human right to housing should be protected by:

- Enacting legislation to create legal remedies and private causes of action for tenants facing lenders intent on clearing postforeclosed properties, regardless of what rights the occupants have to remain in place.
- Exploring funding strategies, such as local permanent housing trust funds, to address the loss of redevelopment agencies and decreasing federal assistance. This will help address diminishing revenue streams and lending facilities dedicated to securing affordable housing for working class families, seniors, and persons with disabilities.
- Revisiting the feasibility of housing policies such as inclusionary housing and exploring the promotion of affordable housing development through land-use entitlement incentives (e.g., the further reduction of parking requirements).
- Providing more resources and visibility to court mediation programs for homeowners facing foreclosure.
- Ensuring language access in the court system for low-income individuals facing possible eviction or foreclosure. Local housing departments and programs, such as the Rent Escrow Account Program, should provide in-language community education and assistance to LEP tenants to ensure they can assert their legal right to safe and decent housing.

### Health

Asian Americans and NHPI are disproportionately impacted by disease. Asian Americans are the only racial group in Los Angeles County for whom cancer is the leading cause of death; diabetes is the fastest-growing cause of death among NHPI. Yet some Asian American and NHPI ethnic groups are disproportionately uninsured, and many lack access to culturally and linguistically appropriate health care. The Patient Protection and Affordable Care Act (ACA) has the potential to provide greater access to quality affordable health insurance and culturally and linguistically appropriate services, reducing health disparities for Asian Americans and NHPI throughout the state. The health of Asian Americans and NHPI should be promoted by:

# POLICY RECOMMENDATIONS

- Ensuring that all patients receive understandable and respectful health care information, services, and treatment in their primary language and in a manner compatible with their cultural health beliefs. Effective communication between patients and providers is critical to the provision of patient and family-centered care.
- Supporting culturally and linguistically appropriate outreach and education to Asian American and NHPI individuals and small businesses around available health coverage options under the ACA. This should include information on how to enroll in and retain coverage.
- Funding innovative programs under the ACA that help reduce costs and promote the use of preventive health care services. Programs that improve access to health care by moving toward a more effective, efficient single-payer, universal health care system for all Californians are particularly important.
- Maintaining and expanding publicly funded safety-net programs and providers, including primary care providers, community clinics, Federally Qualified Health Centers, and public hospitals. These are critical to ensuring access to health care for low-income, immigrant, and LEP populations.
- Increasing governmental funding for social services. Addressing the social determinants of health can help reduce costs and achieve far better health outcomes.

## Data Collection

Data collected and reported only by race mask real social and economic differences between Asian American and NHPI ethnic groups, contributing to unmet needs in the most disadvantaged of our communities. While data disaggregated by Asian American and NHPI ethnic group are critical to the fair allocation of resources and effective delivery of services, they are often unavailable to community organizations, policy makers, foundations, businesses, and other important stakeholders. More informed public policy on Asian American and NHPI communities can be achieved by:

- Releasing an annual report card on the social and economic well-being of Los Angeles County residents. To inform regional policies that promote social and economic equity for all residents, the report card should contain data on income, poverty, language, education, and other key characteristics disaggregated by racial

and ethnic group. Where possible, disaggregation by gender, immigration status, and sexual orientation is also important.

- Collecting and reporting data in ways consistent with 1997 revisions to Office of Management and Budget (OMB) Statistical Policy Directive 15, which call for data on Asian Americans and NHPI to be collected and reported on as two distinct racial groups.
- Collecting and reporting data on distinct Asian American and NHPI ethnic groups. City and county government agencies and local school districts should look to state law for guidance; all state agencies are required to disaggregate data for Cambodian, Chamorro, Chinese, Filipino, Indian, Japanese, Korean, Laotian, Native Hawaiian, Samoan, and Vietnamese Americans, while the Departments of Industrial Relations and Fair Employment and Housing are required to further disaggregate data for Bangladeshi, Fijian, Hmong, Indonesian, Pakistani, Sri Lankan, Taiwanese, Thai, and Tongan Americans.
- Survey research efforts adopting methodologies that produce detailed and accurate data on Asian American and NHPI communities at the local level. These practices include translating and administering questionnaires and providing assistance to respondents in Asian American and NHPI languages, as well as oversampling Asian Americans and NHPI to ensure adequate sample sizes by race and ethnic group.

Martha Gomez  
Staff Attorney  
Mexican American Legal Defense and Education Fund

Martha Gomez is a staff attorney at MALDEF. She specializes in employment and civil rights litigation that impacts the Latino community. Her cases include constitutional challenges to anti-immigration laws, and employment challenges to race and national origin discrimination, whistleblower retaliation, and wage and hour violations of low-wage earners, among others.

Martha earned her law degree from UCLA School of Law in 2010, where she studied in the Critical Race Studies program, served as co-chair of *La Raza* and as an associate editor to the *UCLA Chicana/o-Latina/o Law Review*.

Prior to law school, Martha worked as a high school teacher in the greater Los Angeles area.



Simran Kaur  
Advocacy Manager  
The Sikh Coalition

Simran joined the Sikh Coalition as Advocacy Manager in September 2011 and is charged with leading outreach and advocacy efforts in California as they relate to the Sikh Coalition's national agenda. In 2012, Simran led efforts in California to pass the Workplace Religious Freedom Act - the nation's strongest protection against religious discrimination in the workplace. Simran has been interviewed by NPR affiliate KQED, and has had several op-eds published related to Sikh civil rights issues.

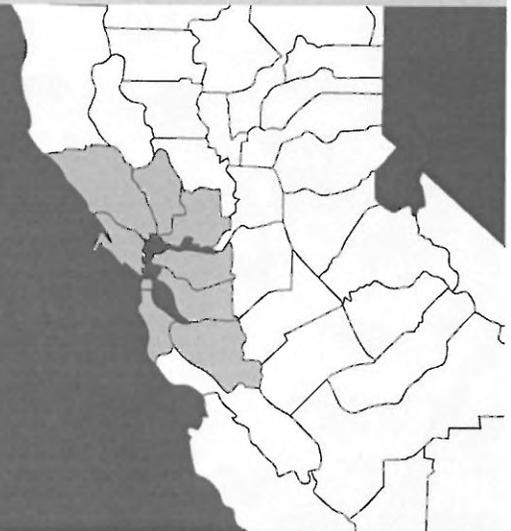
Prior to joining the Sikh Coalition, Simran managed a health program for Children's Hospital Central California. Simran travels regularly for global health projects and has worked to improve access to health for immigrant and refugee communities. She is an active member of the Sikh community in California – volunteering with Jakara Movement, co-founding The Langar Hall – a progressive Sikh blog, is on the Editorial Board of the Sikh Love Stories Project and is a liaison for Saffron Press – an independent publishing house focused on multicultural literature. She is on the Board of Directors for The Women's Building, a women-led community space that advocates self-determination, gender equality and social justice and has served as the Affirmative Action Officer on the Board of Directors for the American Civil Liberties Union (ACLU) of Northern California.

Simran obtained her undergraduate degree from the University of California, San Diego and her graduate degree from Boston University School of Public Health.



THE  
**SIKH COALITION**  
the voice of a people

SIKH COALITION BAY AREA  
**CIVIL RIGHTS  
REPORT 2010**



## EXECUTIVE SUMMARY

**“ AS A MOTHER, I WILL REPENT FOR THE REST OF MY LIFE THAT I CANNOT BRING BACK MY SON’S CHILDHOOD AND SAY, ‘GO HAVE FUN WITH YOUR FRIENDS. ENJOY THE SCHOOL PICNIC.’ I THINK EVERY CHILD HAS THE RIGHT TO GROW UP IN A MUCH HEALTHIER ENVIRONMENT AND ACHIEVE THEIR FULL POTENTIAL. ”**

Upinder Kaur said these disturbing words as she related the relentless bias and bigotry her son and family endured during his school days in California’s Bay Area. Their life included violence, vandalism, fear, and the seeming lack of care by officials who could have done something to stop it.

Upinder Kaur and her family are not alone.

The information included in this report reflects data gathered from a survey of over 1,300 Sikhs in the Bay Area. Several of their responses identify significant gaps between the promise of the law and the Sikh community’s reality on the ground in the nine Bay Area counties.

While it is true that Sikh residents of the Bay Area are thriving and make up some of California’s and the nation’s most productive entrepreneurs, technologists, scientists and other professionals, Sikhs in the Bay Area – across all socio-economic lines – are also vulnerable to bias-based discrimination. The survey found that at the airport, in school, on the job, or at a shopping mall, Bay Area Sikhs like Upinder Kaur experience bigotry at rates alarmingly higher than the general population.

### **Sikh children face bullying, harassment and violence at a very high rate**

Nowhere is the brunt of bigotry felt more by Bay Area Sikhs than in the schoolyard. Our surveys and interviews found that teasing, taunting, and even physical abuse of Sikh boys in school is the norm - not the exception.

Surveys of over 500 Sikh children from across the Bay Area revealed that:

**74%** of turbaned boys suffer bias-based harassment

**65%** of all Sikh boys in middle school, with or without turbans, suffer some form of racial or religious bullying

**86%** of Sikh boys surveyed in Alameda County have been targets of racial or religious teasing or harassment in school

Harjit Singh,<sup>\*1</sup> a middle school student, is emblematic of this dynamic in Bay Area schools:

Harjit Singh was repeatedly teased and harassed by fellow students. Starting from the beginning of the school year, he was called a 'terrorist', had his patka<sup>2</sup> ripped off his head, and was physically threatened. Harjit says, "This past year, on September 11<sup>th</sup>, they made fun of me all day. They [the bullies] were calling me a terrorist and other stuff. They asked me, 'were you born on 9/11 holding a rocket launcher.' Harjit says he felt like he could not tell anyone, even his parents, because the students would find out and the teasing and harassing would get worse. "If I tell, they are going to hurt me, if I don't tell they are still going to hurt me, they are going to use vocal words instead of hands, fists, and weapons. After they get suspended I know they can come back and hurt me. I can tell by the way they have acted in the past."

In short, the surveys and interviews that constitute this report make clear that the bullying and teasing of young Sikh boys in particular is a crisis. As a result, the Sikh Coalition calls on all interested parties --- parents, teachers, and administrators --- to take immediate action to protect Sikh children from harm in school.

### **Sikh adults disproportionately face insults, prejudice and discrimination**

Sadly, adulthood does not mean an end to discrimination for Sikhs living in the Bay Area. While Sikh adults reported discrimination at much lower rates than Sikh children, the rate at which they suffer discrimination is much higher than that of the general population.

The Sikh experience with discrimination in the Bay Area often begins at the hands of strangers (and sometimes even co-workers or neighbors) whom they encounter in the streets. **Thirty-eight percent** of Sikh adults surveyed had been called an epithet such as "Bin Laden," "terrorist," or "towel-head."

For example, Bhupinder Singh, a Bay Area taxi driver, told us that he is called "Bin Laden" regularly:

"[At] night is when the problems start happening for taxi drivers. People are drunk and the thoughts and feeling that they have been hiding come out ... discrimination against Sikh taxi drivers is a regular thing and being called 'Bin Laden' is something you get to hear on a monthly basis."

Of note, being college-educated or working as a professional does not insulate a Sikh from becoming the target of insults. Sikhs with college or professional degrees reported being called epithets more often than those with limited education. Their higher rate of reporting may be due to (a) less fear about the consequences of reporting or (b) the nature of their jobs – external facing client interactions instead of working exclusively within the Sikh community.

Sikhs in the Bay Area also suffer immensely from hate crimes due to their religious identity. **Ten percent** of surveyed Sikhs reported being victims of hate crimes such physical abuse or property vandalism. **Sixty-eight percent** of these crimes have been in the form of physical attacks against Sikhs, and 32% of the crimes were vandalized property. This reflects a very high rate, especially given that the FBI reports just over 1,000 hate crimes based on race, religion or ethnicity statewide in 2008.<sup>3</sup>

1. Several people surveyed for this report have asked to remain anonymous. The names of all individuals identified with an asterisk throughout the report have been changed to protect their privacy.

2. A Dastar or Pagh is a turban mandated to be worn by Sikhs over their uncut hair. A turban is required of Sikh men and often also worn by Sikh women. A Patka is a small square piece of cloth worn on the head by young Sikh boys or girls in lieu of full turbans.

3. FBI Uniform Hate Crime Reports, 2008 ([http://www.fbi.gov/uzhrc/PDF/data/table\\_130a.html](http://www.fbi.gov/uzhrc/PDF/data/table_130a.html)). Note that the FBI Uniform Hate Crime Reports is a voluntary self-report from states on hate crimes. Many argue soundly that it significantly undercounts the number of hate crimes each year in the United States.

Khera Singh\* tells a familiar story on violence against elderly Sikhs in the Bay:

Khera Singh, an elderly Sikh man, likes going to a local park in Union City. He enjoys socializing with the other elderly Sikh men and going for a walk. He says, 'I've seen elderly Sikh men have their turbans knocked off by some young kids. These kids are about 14-15 years old. The older the man looks the more likely he will be attacked by them. Some of the other Sikh men in the park have yelled at these kids. The kids just run away.'

### Discrimination rampant in workplace and public accommodations

In addition to suffering bigoted name-calling in the streets, Sikhs also, at times, suffered the loss of employment opportunities because of their faith. **Twelve percent** of the Sikhs surveyed reported that they believed they were refused employment because of their identity, such as on-the-job dress and grooming codes that forbid beards or turbans, but have no impact on workplace health or safety. Again, the rate of Sikhs in the Bay Area being refused employment was fairly consistent across all income levels.

Jasdeep Singh's\* story is representative of the struggles of many Sikhs:

In 2008, Jasdeep Singh, a recent immigrant, was searching for a decent paying job to support the high-cost of living in the California Bay Area. He pursued a job at a Chevron gas station, which was advertised in the local newspaper.

When Jasdeep and his brother-in-law arrived at the Chevron office in San Jose, they were instructed to watch a video. In this video, a Chevron representative stated that they require their workers to not have long hair and be clean-shaven. This requirement pertained to any kind of job – cashier, car washer, or mechanic. Despite the requirement conveyed in the video, Jasdeep still decided to submit an application at Chevron. However, a Chevron employee rejected his application despite an explanation by Jasdeep's brother-in-law that his unshorn hair was an article of faith maintained by Sikhs.

While the days of legalized segregation in this country have passed, many Sikhs in the Bay Area report being denied service at public accommodations, like restaurants or retail stores. **Six percent** of Bay Area Sikhs reported being refused service at a private business, usually because some aspect of their religious garb – turban, unshorn hair, etc. – was not permitted on the premises. While this percentage may seem low, the fact that even one Sikh is denied service simply for being Sikh is disturbing in a post-civil rights era.

### Racial profiling targets Sikhs

Besides discrimination in the workplace and public businesses, Sikhs in the Bay Area also believe they are unfairly targeted by law enforcement because of their faith. **Twenty percent** of Bay Area Sikhs report being unfairly stopped by a police officer, airport employee, security guard, or Transportation Security Administration (TSA) employee.

Gurinder Singh's story is emblematic of the experience of Sikh travelers across socio-economic lines who suffer additional scrutiny at the airport:

'It has gotten worse over time. When I first started traveling it was happening about 80% of the time. Now it's 100% of the time. TSA officers tell me, 'You seem to know what to do, you are a regular here.' After my ID is checked, and I go through the scanner without beeping it, I am always asked 'would you like me to check it [i.e. turban]'. I say 'No, I will do it'. I am not offered a private screening room. Many times, non-Sikhs waiting in the security line are shrugging their shoulders and nodding their heads out of amazement and embarrassment.'



## Language and health care barriers impede Sikh integration into civic life

Beyond overt religious discrimination, our report finds that Sikhs in the Bay Area also endure more difficulty with access to health care and language access than their neighbors. These difficulties often result from a lack of understanding amongst service providers about Sikh social service needs.

To begin with, Sikhs are uninsured at higher rates than the general population in the Bay Area. The 2007 California Health Interview Survey (CHIS) reported that 13.2% of Californians did not have health insurance. However, the Sikh Coalition's survey results showed that 19% of Bay Area Sikhs reported being uninsured. This problem becomes more acute when comparing Sikhs with their neighbors in the Bay Area. Only eight percent of people in the Bay Area are without health insurance – less than half the Sikh rate.

Adding language access challenges to the mix makes the healthcare system even less accessible to the Sikh community. Jagmeet Kaur & Kashmir Singh Shahi, Bay Area community activists, found one of the main obstacles preventing Sikhs from carrying health insurance are language access issues. Kaur & Shahi have been coordinating a senior social services resource fair in Fremont for two years. They say *"The two longest lines are always for health insurance and social security benefits because other Sikhs are there to provide translation services."* These two activists are now part of a larger team trying to provide Punjabi-language medical services for Sikhs in the East Bay through a new community center project.



In conclusion, there is a wide gap between the promise of the law and the situation of the Bay Area Sikh community. Whether it is at the airport, school, work, or a local restaurant, Sikhs are discriminated against because of their religious articles of faith. In addition, Sikhs in the Bay Area suffer higher rates of uninsurance and often have trouble understanding vital government services because of language access concerns.

Though Sikhs in the Bay Area may thrive in many fields, they still face significant problems that have been long-ignored by local policymakers. This report contains several recommendations on how to close the gap between the promise of the law and our community's concerns. The Sikh Coalition urges policymakers and the public to carefully review those recommendations. It is our hope that through persistence, these vital issues of civil rights and social justice can and will be adequately addressed by our government, service providers, and neighbors in the Bay Area.

## BAY AREA SIKH CIVIL RIGHTS AGENDA: POLICY RECOMMENDATIONS

The following are the Sikh Coalition's policy recommendations to protect the civil and human rights of the Bay Area Sikh community. In the coming months and years, our objective is to persuade school officials, government agencies, and private actors to implement these recommendations in an effort to create a more accepting Bay Area community for all.

### Bias In Schools

*To California Department of Education, Bay Area School Districts & County Offices of Education*

- **General Recommendation:** Any and all measures should be taken to protect Sikh children from becoming victims of bias-based harassment. No Bay Area student should be bullied or harassed because of their religious and/or ethnic identity.
- **A Systemic approach to addressing bias-based bullying:** All schools should have a policy that: (1) defines and prohibits bias-based harassment; (2) lays out the consequences of violating this policy; (3) includes a protocol for filing and addressing complaints of bias-based harassment in an effective and timely manner; (4) publicizes the protocol among parents and students and those with limited English proficiency; (5) tracks and monitors action taken to address complaints of harassments; and (6) periodically reports back to the public the number of complaints filed by members of a protected category and by school and/or school district (and remedial action taken).
- **Adopting and releasing public plans to create a bias-free School environment:** All schools should adopt a yearly written plan available to the public on efforts to create a bias-free school environment. The plan should educate school personnel and pupils on appreciating diversity and discouraging prejudice.
- **Executive agency action to address the vulnerability of Sikh children to bias-based harassment:** By the end of 2010, the California Department of Education should issue a memorandum to all California school districts describing the particular vulnerability of Sikh school children to bias-based harassment and urging schools to take action to protect Sikh children from bias-based harassment. This memorandum should also include information about Sikh practices, particularly focusing on the Sikh articles of faith. In addition, California Department of Education, school districts, and local schools should ensure that school curricula include discussion of Sikh history, traditions, and contributions to the cultural and economic life of California as a means of reducing bias against Sikh school children through education.
- **Outreach to the Sikh community on the education System:** All schools should affirmatively work with Sikh organizations or activists to create culturally sensitive Sikh community outreach efforts and educational trainings to help educate Sikh parents about the American schooling system. Workshops should be developed collaboratively between schools and community organizations to train parents about the process for filing school bullying complaints. These workshops should also provide parents with guidance on identifying signs that their children are being bullied.

*To State & Local Elected Officials*

- **Support federal anti-bullying legislative efforts:** All local government officials should endorse passage of the Safe Schools Improvement Act of 2009<sup>21</sup>.
- **Incorporate Sikh issues into state legislation:** The school bullying experiences of Sikh youth, particularly those of dastaar/patka wearing Sikh children, should be incorporated into the School Safety Cadre legislation (SB 719).

*To City- and County-Sponsored Youth Recreational Providers*

- **Protect Sikh children on the Playground:** All County and city recreational agencies should ensure that all staff and volunteers are trained on the Sikh religious practices to prevent bias-based harassment in sports leagues and other recreational activities, e.g. little league baseball teams, soccer teams, etc. Sports leagues should also devise policies that explicitly permit accommodations for children who wear Sikh articles of faith.

**Racial & Religious Profiling***To California State Law Enforcement Agencies and Bay Area Law Enforcement Agencies*

- **Collect and publicly report data on the race, religion, and ethnicity of individuals who are stopped and searched and whether such stops resulted in an arrest. Such data would help identify patterns of profiling.**
- **Require Sikh awareness trainings for all California law enforcement officers. These trainings should include material on being sensitive to religious practices when law enforcement officials engage with faith-based communities.**
- **Enact legislation or a change in state administrative policy to limit local and state police enforcement of immigration laws, including restricting localities from “deputizing” local police to perform immigration enforcement functions.**
- **Establish a policy that requires state employees to keep confidential the immigration status of state residents who interact with state and local government.**

*To All Bay Area Elected Government Officials*

- **Endorse passage of the End Racial Profiling Act in the U.S. Congress.**

**Hate Crimes Prosecution and Prevention***To All Bay Area District Attorney's Offices*

- **Strongly prosecute all crimes against Sikhs and seek hate-crime enhancements where the facts merit doing so.**
- **Offer at least one training per year to staff on how to recognize and prosecute anti-Sikh bias crimes in collaboration with Sikh community organizations and the Community Relations Service of the U.S. Department of Justice.**
- **Collaborate with Sikh organizations to educate the Sikh community, particularly recent immigrants, on how to report incidences of hate.**

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<sup>21</sup> Amends the Safe and Drug-Free Schools and Communities Act to include bullying and harassment prevention programs.

## Employment Discrimination

Though the California Fair Employment and Housing Act already prohibits employment discrimination throughout the state, more efforts clearly need to be made to implement the principles of this law amongst government and private employers with Sikh job candidates or employees.

*To All Employers and Government Agencies*

- All employers and government agencies - particularly law enforcement agencies - should accommodate Sikh articles of faith in their hiring practices.
- Government agencies should issue memoranda clarifying that Sikhs are welcome to pursue careers with their articles of faith intact.

*To State Legislators*

- A California Workplace Religious Freedom Act should be introduced and passed by the state legislature to prevent workplace discrimination on the basis of religion.

## Access to Public Accommodations

*To All Government Agencies*

- State governed facilities should create security policies that do not interfere with Sikh religious practices. These facilities include courts and other state buildings.
- Local county and city human relations commissions should aggressively pursue cases of public accommodation discrimination on the basis of religion.
- Federal, state and local government agencies should work with Sikh organizations to educate the Sikh community on how to report public accommodation discrimination.

## Language Access

*To All Government Agencies*

- All entities receiving federal funding need to provide meaningful access for individuals with limited English proficiency in compliance with Title VI of the 1964 Civil Rights Acts. These entities need to follow any official guidance created as a result of Executive Order 13166 for enforcing Title VI<sup>22</sup>
- All state and local agencies need to be in compliance with California's Dymally-Alatorre Bilingual Services Act, which requires the hiring of bilingual staff and translation of documents in order for residents to effectively communicate with their government.<sup>23</sup> All Bay Area cities with large Punjabi populations should pass and implement policies like San Francisco's Equal Access to Services (EAS) Ordinance<sup>24</sup>. EAS requires city departments to make its services accessible to any language spoken by limited English proficient persons who constitute either 1) five percent of the population served by the Department; or 2) 10,000 residents citywide.
- Prioritize the hiring of bilingual and bicultural staff, who are certified interpreters, in county and city facilities, especially agencies which provide crucial social services, such as education, health care, government assistance, public benefits, and law enforcement.

- Translate all government materials into Punjabi. Government agencies and private actors should collaborate with Sikh organizations to disseminate these materials in a timely and complete manner.
- Ensure that Punjabi language services are available on all government hotlines and telephone assistance services.
- Work with colleges and universities to recruit and support students who seek to expand their bilingual skills.
- Train county and city employees on how to identify and handle language needs.
- Work with Sikh organizations to create, fund, and institute English as a Second Language classes that are culturally sensitive to the needs of the community.

### Healthcare Access

#### *To All Government Agencies*

- Government agencies should collaborate with Sikh organizations to regularly provide information and enroll uninsured Sikhs into government-sponsored health care plans.
- Educate the Bay Area Sikh community on federal, state, local, and private health insurance plans in a culturally sensitive manner.
- Develop a network of Sikh healthcare workers who speak Punjabi to provide health services to low-income Sikhs.
- Collaborate with Sikh organizations and active community members to educate the community about the federal health care plan. The guidance should specifically address how this new approach to health care will impact the Bay Area community.

22. [www.ep.gov](http://www.ep.gov)

23. Chinese for Affirmative Action; San Francisco, CA- "Summary of Language Access Laws In California"

24. Chinese for Affirmative Action; San Francisco, CA- "Summary of Language Access Laws In California"

# BULLYING in New York City Schools

Educators Speak Out

2009-2010



# Executive Summary

The results of our 2009-2010 survey of teachers and school staff about bias-based harassment reveal that, despite some progress, the New York City Department of Education (DOE) still has not dedicated adequate resources to fully employ its primary anti-bullying tool, Chancellor's Regulation A-832. With media outlets reporting more and more horrific bias-based attacks in New York City schools and schools around the country, full implementation of the regulation is more urgent than ever.

The DOE has, however, taken many important steps in the right direction. Spring 2010 brought the first ever Respect for All Week, which carried with it a promise to deliver more trainings for students on diversity issues. We applaud the DOE and City Council Speaker Quinn's office for initiating this program, and are eager to work together in making it even more successful in the future.

As our findings demonstrate, though, much more work is needed to provide all city students an educational environment free from discrimination and harassment.

## Perception that DOE anti-bullying policies are not effective

Only 28 of the 198 teachers and staff surveyed (14 percent of teachers from our sample, which represented 117 separate New York City public schools) believe that the Chancellor's Regulation A-832 and the DOE's Respect for All program are "effective" or "very effective" in addressing bullying and bigotry in their schools.

## Survey respondents report:

- a lack of adequate resources, particularly staff, for schools to respond adequately to bias-based harassment.
- insufficient training on the Regulation and on what resources are available to them.

## Lack of meaningful training on bias-based harassment in many schools

Although the DOE's two-day Respect for All training is made available to all k-12 teachers, only **26.9 percent** of respondents said teachers at their school were even offered training. Further, only **30.5 percent** of teachers said that students in their schools received diversity or Respect for All training.

Even when survey respondents were offered trainings on Respect for All, they reported a lack of specific training on how to respond to bias incidents when they occur. Worse, teachers expressed concerns that they would not be able to put the training into practice because of a lack of commitment from administrators.

## Inconsistent school responses to incidents of bias-based harassment

While a handful of survey respondents reported that their schools respond effectively to harassment, far more reported that their schools have inconsistent procedures, leave it up to individual teachers to respond, or ignore incidents entirely.

## Lack of Respect for All liaisons in schools

All schools are required to have at least one trained "Respect for All liaison" to whom reports of bias-based harassment are made, but only 26 percent of the 198 teachers surveyed said their schools have such a liaison.

## Recommendations

1. Fully put into practice Chancellor's Regulation A-832, and allocate resources for its use.
2. Follow New York State law. Expand Chancellor's Regulation A-832 so it is in compliance with the New York State Dignity for All Students Act by prohibiting staff-to-student bullying and expanding public reporting requirements.
3. Expand student and staff training to maintain the DOE's standing as a statewide leader in fighting bias-based harassment.

# Bias Based Harassment Part 1

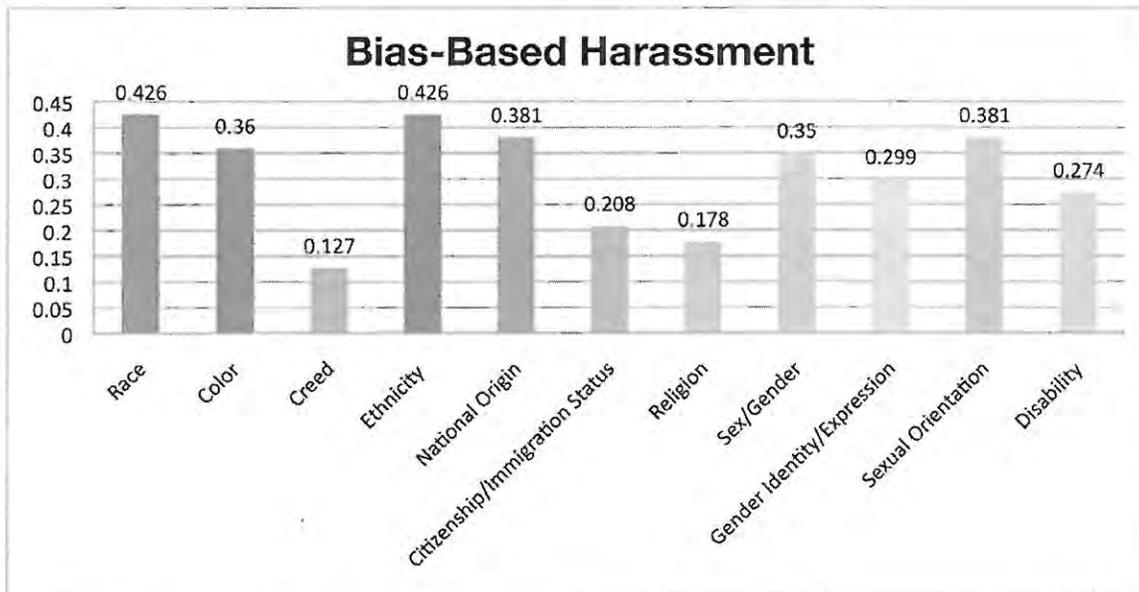
## Trends in New York City Public Schools, 2009-2010

### Biased-Based Harassment continues in NYC Schools

The majority of the 198 teachers and school staff respondents have witnessed bias-based harassment in their schools.

**66.4% of teacher respondents have witnessed bias-based harassment in their schools.**

Students are being harassed based on their race or ethnicity, sexual orientation, gender identity or expression, national origin, sex or gender, and religion, in addition to other grounds. The graph below is a summary of the types of bias-based harassment the teachers surveyed had witnessed:



“Teachers and staff respondents also noted other reasons why students were harassed or bullied, such as having an accent and/or “English proficiency learning disabilities,” inclusion in a special education class, socioeconomic status, body type, size or weight. Consistently, teachers have noted an inability to create effective and lasting change in their schools. The following are quotes from teachers and staff on the bullying they have seen in their schools:

*“My school is rife with xenophobia, homophobia, and racism, particularly to students of perceived Mexican, continental African, and Arab/Muslim background. There are things I as a teacher can do in my classroom, but I have very little influence in holding my administration accountable if they do not agree with my suggestions.” – Teacher<sup>8</sup>*

*“Students constantly make fun of each other based on race, ethnicity, and perceived sexual identity. It may not be bullying per se but it’s a constant issue that teachers deal with.” - Counselor*

*“Students continuously make fun of other students because they are: too dark, Mexican ... gay, white, female.” - Teacher, Bronx*

# Part 2 A Year Two Assessment

## of Chancellor's Regulation A-832 Implementation in New York City Public Schools, 2009-2010

### By the Numbers

Our survey of 198 teachers and staff members from 117 schools city-wide suggests that, although some progress is being made in the employment of Chancellor's Regulation A-832, city schools still have a long way to go to fully implement the Regulation. For example, even relatively simple requirements, like appointing a Respect for All liaison for each school or putting up a Respect for All poster in schools, have often been ignored. We find it troubling that the DOE is not fulfilling even the most basic requirements of its own regulation.

WHAT THE CITY AND DOE HAVE PROMISED	THE REALITY
"Each principal must designate at least one staff member to whom reports of bias-based harassment, intimidation and/or bullying can be made." <sup>9</sup>	<b>26.4 percent</b> of teachers and staff surveyed said there was a Respect for All point person in their school
"Each principal/designee must ensure that the policy and procedures set forth in this regulation [A-832] are discussed with students and staff members at the beginning of each school year." <sup>10</sup>	<b>62.4 percent</b> of teachers and staff who filled out our survey were aware of Chancellor's Regulation A-832.  <b>29.4 percent</b> of teachers and staff we surveyed said that students were made aware of Chancellor's Regulation A-832.
"Each school must conspicuously post Respect for All posters in locations accessible to students, parents and staff." <sup>11</sup>	<b>42.7 percent</b> of teachers and staff surveyed said their schools puts up Respect for All posters.
"A copy of the Respect for All brochure must be distributed annually to parents and students. Parents/students entering the school during the school year must receive a copy upon registration." <sup>12</sup>	<b>26.6 percent</b> of teachers and staff surveyed said their schools give out Respect for All brochures to students.
Each principal must submit "a plan for providing information and training on this regulation and respect for all for all students and staff annually." <sup>13</sup>	<b>19.3 percent</b> of teachers and staff surveyed said they attended a training this school year.
"All elementary school teachers and counselors will be invited to attend a two-day Respect for All training program. Middle and high school staff are already offered such trainings." <sup>14</sup>	<b>26.9 percent</b> of teachers and staff surveyed said training on diversity, bias-based harassment, or Respect for All was offered to teachers and staff at their schools.
"All parent coordinators and all school-designated Respect for All liaisons will be required to attend a two-day training session." <sup>15</sup>	<b>30.5 percent</b> of teachers and staff surveyed said there was a training on diversity, anti-bullying, or Respect for All for students this year.
"Students deserve to be free from harassment, discrimination, and violence at school – and that's what Respect for All is all about. We have set an example nationally in our efforts to combat intolerance and reduce bullying in our schools." <sup>16</sup>	<b>14.3 percent</b> of teachers and staff surveyed believe that the Chancellor's Regulation and Respect for All Program are "effective" or "very effective" measures to address bias-based harassment and bullying in their schools.

# In Teachers' Own Words

## Effectiveness of the Regulation

Although 62 percent of the teachers and staff surveyed were aware of both the Chancellor's Regulation A-832 and the Respect for All Program, **only 14.3 percent believe that the Chancellor's Regulation and Respect for All Program are "effective" or "very effective"** measures to address bias-based harassment and bullying in their schools.

### According to the teachers we surveyed:

- There is a lack of adequate resources, particularly staff, for schools to respond effectively to bias-based harassment.
- Staff is insufficiently trained on the regulation and on specific resources available to them.
- Schools are still struggling to appropriately respond to bias-based harassment. Often there is no response at all.

*"There is nothing here or no one here that is able to address this [bias-based harassment]."*

- Teacher, Brooklyn

*"I received a sheet of paper in my mailbox with the regulation on it. That is the last I hear[d] of it. There was no follow up."*

- Counselor

*"The DOE has not properly funded nor has it provided staff to support the anti-bullying measures."*

- Teacher, Manhattan

*"Nothing is done at all. [Bias-based harassment] is condoned."*

- Teacher, Brooklyn

*"I do not know how to enact Chancellor's Regulations in my classroom... I do not feel I get all of the consistent support I need from administration to make things happen."*

- Teacher, Brooklyn

*"In our school Respect for All is just a bunch of posters intended to impress outsiders (including Quality Reviewers). Nothing is being implemented in the school and there is nothing organic coming from the initiative."*

- Teacher, Brooklyn

## Training

The lack of widespread training on diversity continues to be a significant problem in city schools. While the DOE has not yet created a plan to meet the regulation's promise of "providing information and training on this regulation and respect for all for all students and staff annually," Respect for All trainings are supposedly offered to all k-12 public school teachers.<sup>17</sup>

However, only **27 percent** of respondents said teachers at their school were even offered training. Further, only **30 percent** of teachers said that students in their schools received diversity or Respect for All training.

Two important themes were recurrent in their responses: a lack of training on how to respond to bias incidents, and a feeling that these issues were not enough of a priority for school administrators, thus rendering trainings ineffective. This sense that bias-based incidents are under-prioritized was reinforced by the lack of time and resources devoted to trainings.

*"We...haven't really developed a training for teachers. Time also becomes a challenge since the little time we are given to do this work is usually not enough to address these issues in depth. I feel like academics become a priority, and that there still is a disconnect between seeing students academic achievement connected to their socio-emotional health."*

- Counselor, Queens

*"It's a very high priority for us but I don't believe we have the proper training to actually be effective. There was an anti-homophobia training offered by Facing History [an anti-bias organization] a few months ago but it was full before we could register."*

- Teacher, Brooklyn

*"I believe our school is above average in our concern for the 'whole student' and we emphasize five different character traits, respect being one of them. However, there is still a significant amount of bullying at our school, particularly related to gender and sexuality. I have received no training from my school nor the chancellor's regulation/Respect for All initiatives on how to respond to this behavior--either in the moment or through disciplinary practices."*

- Teacher, Brooklyn

*"Students need training and ways of dealing with bullying, not just being told not to do it."*

- Teacher, Brooklyn

*"Many workshops were held so the principal could say it was done, but they were very surfacey and no real issues that affected the student body were dealt with."*

- Teacher, Queens

## School Response to Bias-Based Harassment

Our surveys strongly suggest that many schools still have not developed consistent procedures for responding to bias-based harassment. While a handful of teachers reported that their schools respond effectively to harassment, far more reported that their schools have inconsistent procedures, leave it up to individual teachers to respond, or ignore incidents entirely. A sampling of responses reveal a patchwork of procedures from school to school, suggesting that the DOE is not consistently providing schools with the guidance and resources necessary to effectively address bias-based harassment. Failure to respond consistently to bias-based harassment sends mixed messages to both students and staff and is not consistent with intended desire to reduce such incidents.

*"Most harassment was centered around sexual orientation and disability. The school has no official policy/consistent consequences--the teachers usually force students to apologize and/or the students who are upset are sent to the counselor."*

-Teacher, Queens

## Respect for All Week

We applaud the DOE and Speaker Quinn's office for initiating the first ever Respect for All Week in city public schools in March 2010. More than **34% of teachers** surveyed said that their schools recognized Respect for All Week with some activity or event – an impressive number for the first year of the initiative.

While many schools undertook only minimal efforts to acknowledge the week, such as announcing it during morning line-up or passing out a flyer, many other schools brought in community organizations to conduct trainings, assemblies, or performances highlighting diversity and social justice issues. Some classes even took field trips to organizations like the LGBT Community Center. We commend these efforts and hope the initiative will expand in years to come. We discuss our recommendations for expanding Respect for All Week in the Recommendations section.

# In Teachers Own Words *cont.*

*"Sometimes physical, but more often emotional abuse. Teachers write it up on an occurrence report and it goes no further."*

-Teacher

*"Bullying of Mexican students, bullying of students with dark skin, boys bullying girls. School gave no response and this behavior continues."*

-Teacher, Manhattan

*"These incidents were evident in student-to-student interactions as well as student-to-staff interactions. The school did not respond."*

-Teacher, Manhattan

## Responding Effectively to Bias-Based Harassment

Despite the piecemeal approach to bullying at many schools, some educators are finding innovative and effective ways to address the issue. For instance, some teachers are using bias incidents as teaching moments to encourage a culture of respect and tolerance. The DOE should strive to replicate such efforts at schools city-wide.

*"Students [were] making fun of other students for their country of origin, skin color, and inclusion in a special education class. In response, our school had a community meeting focusing on stereotyping and how it hurts our community." - Teacher, Bronx*

*"In the classroom I have asked the Teen RAPP [Relationship Abuse Prevention Program] program to come in and give workshops to foster a culture of respect within the classroom." - Teacher, Bronx*

*"We had multiple disciplinary and guidance interventions with students when incidents occurred. We also held multiple tolerance-promoting assemblies." -Teacher, Bronx*

*"The incidents I have seen have started out as friends joking with one another. Then one student says something that crosses a cultural line and the other student becomes upset or angry. These cases are usually referred to the guidance office where mediation is done. Respect for All pamphlets are reviewed with the students and the discipline code is also reviewed. If a situation escalates after mediation, a suspension usually follows."*

- Teacher, Manhattan

# Part 3 Recommendations

## 1. Enforce the implementation of Chancellor's Regulation A-832, and allocate resources for its implementation

Our staff survey reveals that while the DOE has made some progress at implementing Chancellor's Regulation A-832, it still has a long way to go to make the Regulation's promise a reality for the City's 1.1 million students.

Two-thirds (66.4 percent) of staff respondents have witnessed bias-based harassment at their school, and only 14.3 percent of respondents thought the Chancellor's Regulation and Respect For All program were "effective" or "very effective" at addressing harassment. About a quarter (26.4 percent) of respondents were unaware of whether their school had a Respect for All staff liaison. Less than half (42.7 percent) of respondents were aware of Respect for All posters in their school's hallways, and only about a quarter (26.6 percent) could confirm that their schools distributed Respect for All brochures to students.

The DOE must fully realize Chancellor's Regulation A-832 and allocate adequate resources to enable full implementation. At a minimum, the DOE needs to provide more frequent and better training. Pursuant to A-832's directive, all schools must appoint a Respect for All liaison, ensure that both staff and students are aware of A-832's mandate at the start of the school year, conspicuously post Respect for All posters, and distribute Respect for All brochures to all parents and students annually. School staff can only help bullying targets and other students in need if they are well trained about A-832, aware of their school's Respect for All point person, and otherwise kept abreast of school efforts to comply with the regulation.

We also recommend an audit process for the DOE to learn which schools have model implementation programs and which schools have room to improve. This will also allow the DOE to better guide non-compliant schools to improve their programs.

## 2. Bring Chancellor's Regulation A-832 into compliance with the New York State Dignity for All Students Act (the Dignity Act) by prohibiting staff-to-student bullying and expanding public reporting requirements.

New York State's Dignity Act sets forth a two-year timeline for its implementation, requiring all school districts and the New York State Education Department (NYSED) to be in full compliance with its mandate by the beginning of the 2012-2013 school year. Chancellor's Regulation A-832 moves toward compliance with the statewide anti-bullying law and sets a strong model for other school districts in the state. However, it falls short in very important ways. The DOE should maintain its role as a statewide leader and role model in combating bias-based harassment by bringing A-832 into compliance with the Dignity Act ahead of the two-year timeline. The Dignity Act goes further than A-832 in two vital areas:

**Prohibiting bullying by school employees:** Currently, Chancellor's Regulation A-832 addresses only student-on-student harassment. To comply with the state Dignity Act, the Chancellor's Regulation must extend protection to harassment by adult staff members – including School Safety Officers (SSOs). This is consistent with findings from our 2009 Report Card<sup>18</sup> in which we found that 16 percent of more than 1,000 students surveyed had experienced bias-based harassment by a teacher, staff member or SSO.<sup>19</sup>

# Recommendations *cont.*

A Bronx high school administrator this year reported: "There is some great concern about bias that comes from the SSOs here against our students, all of whom are recent immigrants to the U.S.A. Condescending attitudes and insensitivity towards our students have been observed on many occasions by our staff, as well as by others who share our building, but are on staff of the other schools. Some mandated sensitivity training on diversity should be presented to all SSOs."

**Public reporting mandate:** The Dignity Act requires reporting of "material incidents" to the state. While Chancellor's Regulation A-832 does not require public reporting, the DOE occasionally reports a certain amount of aggregated data about bias-based harassment on a voluntary basis.<sup>20</sup> In January 2010, the DOE published a summary audit of bias-related harassments during the 2008-2009 school year, including what percentages of certain disciplinary violations concerned bias-based harassment, and what percentages of bias-based harassment incidents were on the basis of the various enumerated characteristics (gender, race/color, religion/creed, etc).

Staff input from our survey underscores the urgent need for transparency regarding incidents of bias-based harassment in our schools. Two-thirds of respondents witnessed some form of bias-based harassment at their school. Our results found that the most common types of harassment were on the basis of race/ethnicity (42.5 percent), sexual orientation (38 percent), national origin (38 percent), and sex/gender (35 percent). Such disaggregated data, as well as other details about harassment trends and problem schools or regions, must be made public to ensure full accountability.

At a minimum, the Chancellor's Regulation must explicitly provide for public reporting of material incidents to comply with the Dignity Act. However, in the interest of transparency and public accountability, the Chancellor's Regulation should go even further to make public, on a yearly basis, incidents and statistics of bias-based harassment, broken down by borough and district.

### 3. Maintain New York City's position as a statewide leader in fighting bias-based harassment by continuing and expanding the DOE's anti-bullying efforts, particularly in the areas of student and staff training.

The state Dignity Act creates a floor, not a ceiling, in establishing protections against bias-based harassment. Districts can and should create stronger protections where warranted, and the DOE has taken the initiative to do so in several areas, most notably, in creating a training infrastructure and establishing a broad, inclusive list of protected characteristics. These and other advances must be maintained and extended even as the Dignity Act is implemented.

**Staff and student training guidelines:** Chancellor's Regulation A-832 requires principals to submit "a plan for providing information and training on this regulation and respect for all to all students and staff annually." Although the regulation does not prescribe any curriculum content or structure, under current practice, two staff members at each school are supposed to be trained yearly under the DOE's Respect for All program.<sup>21</sup> We applaud the DOE for its commitment to providing in-depth training to these staff members, but are concerned that not all of the required staff has been trained this year, based on our survey results. At a minimum, the DOE must maintain its commitment to train at least two staff members per school, and should expand its mandatory training program to students as well as additional teachers.

We recommend that Chancellor's Regulation A-832 codify the DOE's current practice of training two or more staff members per school through the Respect for All program. Further, the DOE must make a stronger effort to notify staff of this important program and its availability. Only 26.9 percent of staff respondents to our survey were aware that the Respect

For All training had been offered at their schools.

In addition, the regulation should create explicit roles and responsibilities for certain designated staff members who participate in the Respect for All program. Those staff should be charged with disseminating information about the regulation, and/or playing a role in ensuring its implementation. These duties must be incorporated into those individuals' job responsibilities, and other duties must be shifted as needed to avoid creating additional, unpaid burdens.

We also recommend that the DOE set forth more specific guidelines for training content (including but not limited to how staff members can identify, respond to and document bias-based harassment), and provide direction for structuring student trainings. Thus far, the DOE does not appear to have a comprehensive plan of how to provide meaningful training on diversity and Respect for All to students. We recommend that the DOE create a menu of curricula and lesson-plan options from which administrators and teachers can choose the content most appropriate for their students.

Finally, we recommend that "Respect for All Week" be an annual event in which all schools are required to participate and provide training and lesson plans focused on diversity issues to their students on or around that week. The first year of Respect for All Week showed promising results, and we urge the DOE and city officials to invest more resources in this endeavor and make participation mandatory.

**Expanded protected characteristics:** Unlike the state Dignity Act, Chancellor Regulation A-832's protections specifically include harassment on account of *citizenship/immigration status*.<sup>22</sup> Our survey results found about one in five (20.8 percent) staff respondents had witnessed harassment on the basis of citizenship/immigration status.

These findings underscore the importance of protecting students from harassment on account of citizenship/immigration status. We commend the DOE for including this protected category in Regulation A-832 and thereby setting a good example for school districts statewide.



**ONE STEP FORWARD**

**HALF A STEP BACK**

A Status Report on Bias-Based Bullying of  
Asian American Students in New York City Schools

Asian American Legal Defense and Education Fund  
The Sikh Coalition

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September 2013

# EXECUTIVE SUMMARY

In September 2008, Mayor Michael Bloomberg and former Schools Chancellor Joel Klein announced Chancellor's Regulation A-832, which established policies and procedures on how New York City schools should respond to bias-based harassment, intimidation, and bullying in schools<sup>1</sup>. The Asian American Legal Defense and Education Fund (AALDEF), the Sikh Coalition, and many other community organizations had long advocated for such measures and we applauded the city for taking a foundational step to ensure the safety of all students.

However, as the five-year anniversary of the anti-bullying Regulation approaches, our survey found a significant gap between the promise of bias-free public schools and the day-to-day reality of Asian American students.

To be fair, there are clear signs of hope. As we predicted when we first called for Chancellor's Regulation A-832 over five years ago, its implementation inspired action from schools to meet its standards. Our survey found important improvements in school efforts to address bullying that can be traced directly back to the precise requirements created by this Regulation, which we actively sought. Nevertheless, as our survey demonstrates, too many Asian American students continue to report that bias-based harassment is part of their educational experience.

In 2012, the Asian American Legal Defense and Education Fund (AALDEF), the Sikh Coalition, with help from community partners the Coalition for Asian American Children and Families (CACF) and CAAAV: Organizing Asian Communities conducted a "snapshot" survey of 163 Asian American students to shed light on the current

school climate in New York City public schools. This survey also serves as a follow-up to our 2009 survey on the school bullying of all New York City students, including Asian American students<sup>2</sup>. We conducted the 2012 survey in afterschool programs, youth leadership meetings, and houses of worship throughout the city. Our goal was to compare and contrast the responses of Asian American students in our 2009 and 2012 surveys to assess whether progress was made in meeting the mandates of Chancellor's Regulation A-832.

We found that more Asian American students are reporting being subjected to bias-based harassment.

Exactly half of the students we surveyed reported experiencing bias-based harassment in school - a greater than 20% increase from the responses we received from Asian American students in the 2009 survey.

Our alarming findings in New York City mirror national studies, such as a 2009 United States Department of Justice study, which found that 54% of Asian American students who reported bullying at school were bullied in the classroom itself. Outside the classroom, Asian Americans reported being bullied on school grounds at a rate 20% higher than whites and 10% higher than the next closest racial group. Finally, Asian Americans reported experiencing cyber-bullying once or twice a month, at a rate 40% higher than other racial groups<sup>3</sup>.

<sup>1</sup> See "MAYOR BLOOMBERG, SPEAKER QUINN, AND CHANCELLOR KLEIN ANNOUNCE NEW ANTI-HARASSMENT INITIATIVES TO STOP BULLYING AND BIAS-RELATED INCIDENTS IN CITY'S PUBLIC SCHOOLS," Press Release, September 3, 2008. Accessible at: [http://www.nyc.gov/portal/site/nycgov/menuitem.c0535b0a57bc4ef30a92f1e701c789a03v0ax.jsp?pageID=mayor\\_press\\_releases&catID=1194430c\\_0&name=http://www.nyc.gov/2Fh1mh-2Fon/2Fh1mh-2F2008/2Fpr541-08.html?acc=nav&id=11944&nd=1](http://www.nyc.gov/portal/site/nycgov/menuitem.c0535b0a57bc4ef30a92f1e701c789a03v0ax.jsp?pageID=mayor_press_releases&catID=1194430c_0&name=http://www.nyc.gov/2Fh1mh-2Fon/2Fh1mh-2F2008/2Fpr541-08.html?acc=nav&id=11944&nd=1)

<sup>2</sup> See "Bias Based Harassment in New York City Schools: A Report Card on the Implementation of Chancellor's Regulation A-832," July 1, 2009. Available at: <http://www.aaldef.org/Bias-based-harassment-in-NYC-Public-Schools.pdf>

<sup>3</sup> See "Student reports of bullying and cyber-bullying: Results from the 2009 School Crime Supplement to the National Crime Victimization Survey," 2011. Accessible at: <http://www.icpsr.umich.edu/NCS/2011/0001/0001/0001.pdf>



*“All New York City students  
have the right to a safe  
environment in school.”*

In addition, our 2012 survey revealed that major requirements of the Regulation, such as documented follow-ups to bullying incidents, are rarely implemented. Only 16.2% of survey respondents who reported bullying to their schools received a written report from their school, as required by the Regulation. Similarly, only 0.5% of the bullying victims surveyed reported that their parents were notified of their harassment, as required by the Regulation.

Nevertheless, there has been significant progress in meeting the Regulation's mandates. Almost two-thirds of students reported seeing the Regulation-required "Respect for All" (RFA) posters, which make clear that bullying is prohibited in their schools. This is a significant increase from the 27% of students who reported seeing RFA posters during our 2009 survey. Similarly, while we are concerned with our finding that parents are notified of bullying incidents less than half the time, this is still double the number of students who reported parental notification in 2009. We also applaud the Department of Education's (DOE) efforts in increasing student knowledge and awareness of "Respect for All" week and hope that this

upward trend will motivate the DOE to further accelerate its efforts to fully implement Chancellor's Regulation A-832.

Finally, we acknowledge that our survey samples only a small section of Asian American students in the city's public schools. There is an entity, however, that has much more robust data on our city schools: the New York City Department of Education. When Chancellor's Regulation A-832 was announced, the Mayor and then-Schools Chancellor Klein promised regular reporting on the dynamics of school bullying in city schools\*. With the exception of one release of city bullying data the year after A-832 was passed, this promise has not been met. We call on the city to release this data yearly and amend Chancellor's Regulation A-832 to require this schedule of reporting.

It is our hope that the DOE will make it a priority to fully implement Chancellor's Regulation A-832 in order to fulfill the promise of bias-free schools. All New York City students have the right to a safe environment in school, free from discrimination and harassment.

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\* See Video of September 3, 2008 Press Conference Announcing Chancellor's Regulation A-832, available at: [http://www.nyc.gov/html/nem/html/2008n/media/p0091308\\_education\\_512k.asp](http://www.nyc.gov/html/nem/html/2008n/media/p0091308_education_512k.asp).

# KEY FINDINGS



## ASIAN AMERICAN STUDENTS EXPERIENCE HIGHER RATES OF BULLYING IN SCHOOLS

Since our survey of Asian American students in 2009, bullying incidents have increased over **20%**

Percentage of Asian American students reporting bullying incidents.



## UNSATISFACTORY FOLLOW-UP TO BULLYING INCIDENTS

Only **40.5%** of bullying victims who reported harassment to their school indicated that their parents were notified of the incident by the school.

Only **16.2%** of bullying victims who reported harassment to their school received a written report, as required by Chancellor's Regulation A-832.



## LACK OF SCHOOL IMPLEMENTATION OF HARASSMENT PREVENTION MEASURES

According to Chancellor's Regulation A-832, all schools are required to display the "Respect for All" poster in a visible area in the school and must hand out RFA brochures to their students. Student awareness of RFA week has increased **27%** since our last survey in 2009. Of the students we surveyed, **61.8%** have seen the RFA poster in their schools. It is our hope that the DOE continues to improve its implementation of this necessary program to ensure that all schools are complying with the Regulation's standards.

**43%** of students we surveyed received the RFA brochures, a **32.5%** increase since 2009.



# RECOMMENDATIONS

for the New York City Department of Education

## I Publication of Yearly Data



Amend Chancellor's Regulation A-832 to require **DOE publication of yearly data on incidents of bullying and harassment**, which, under the Regulation, is already collected and in the possession of the DOE.

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## II Training for all staff



Require and provide **training for all staff, including School Safety Agents (SSAs), on Chancellor's Regulation A-832 and on restorative justice practices** to prevent and address instances of bias-based bullying in schools.

Work with community-based organizations and advocacy groups to develop training on diversity, inclusion, preventing, and addressing bias-based harassment and improving school climate to provide for a welcoming, safe environment for all students.



### III Empathy



Fully implement **restorative justice, guidance interventions, and discipline methods that strengthen empathy and promote social and emotional development**, rather than relying on punitive measures that increase frustration, alienation, and anger.

Amend Chancellor's Regulation A-832 to comport with state law requiring progressive discipline in bullying situations.

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### IV Full Compliance



Bring Chancellor's Regulation A-832 into **full compliance with the New York State Dignity for All Students Act** (the "Dignity Act") by prohibiting staff-to-student bullying and expanding public reporting requirements.

At the same time, A-832's specific coverage of harassment on account of citizenship/immigration status, which is not explicitly covered by the Dignity Act, must be maintained.

# Reality on the Ground for Asian American Students

## CHANCELLOR'S REGULATION

*"When harassment is reported, the principal or a designated staff member must "advise the parent(s) of the alleged victim of the allegations unless the alleged victim informs the principal or designated staff member of safety concerns in regard to such a notification."*

## REALITY 2008-2009 Today



Victims who reported harassment to their schools state that their parents were notified by the school.

*"The school shall report the results of its investigation of each complaint filed under these procedures in writing to the alleged victim within ten school days of the complaint."*



Victims who reported harassment to their schools state that school officials prepared a written report with the results of the investigation.

*"A copy of the 'Respect for All' brochure must be distributed annually to parents and students."*



Students received a brochure entitled "Respect For All" at home.

*"Know that "Respect For All"— Chancellor's Regulation A-832" exists."*



Students are aware of "Respect For All" - Chancellor's Regulation A-832.

# STUDENT WALL

## Quotes from Asian American Students

"No one cares in my school. Bullying is part of the everyday atmosphere. People think if you report it, you're overly sensitive and then you end up having no friends."

"They called me Osama Bin Laden, I grabbed him by the collar and I got in trouble instead of the kid."

"When I was younger, they teased me because of my accent. I tried so hard to improve my English so that wouldn't happen"

"When 9/11 happened, they told me that this happened because of you"

"During lunch, one of the boys called me a Bengali terrorist"

"Someone called me a terrorist because of the fact that I am a Muslim. I have no relations to such extremism done by terrorists. Including me as a part of their ideas as I disagree with them was very offensive."

"A group of people called my friends and me 'chinks' and dropped garbage to show that we were lower class."

"Kids come up to you and mimic native ethnic languages and they sound nothing like it."

Haroon Manjlai  
Public Affairs Coordinator  
Council on American Islamic Relations (CAIR)

Haroon Manjlai, as CAIR-LA's Public Affairs Coordinator, maintains close relationships with community leaders and organizers, partner organizations, and state and local government officials. He earned his BA in Political Science and Religious Studies from Eastern Michigan University, and received his J.D. degree from University of Toledo College of Law. He has been active in his community, and having previously worked as a law clerk at CAIR-LA and CAIR-MI, has an understanding of the issues and challenges the American Muslim community faces.

# LEGISLATING FEAR

## Islamophobia and its Impact in the United States

January 2011 - December 2012



# Islamophobic Themes

# 03

Certain themes run through the Islamophobia network's messaging. Here we briefly explore some of the more common ones.

## **Islam Is Not a Religion**

In a surreal moment in 2011, a Tennessee judge ruled that Islam is a religion after anti-mosque activists filed courts briefs arguing that it is not. The federal government filed a legal brief in the case supporting Islam's centuries long standing as an actual faith. Many in the Islamophobia network, including former Congressman Allen West, prefer to characterize Islam as a totalitarian, theocratic, political ideology. Former General Jerry Boykin also makes such arguments in an effort to deprive Muslims of First Amendment protections.

## **Islam Is an Extremist Religion**

At the other end of the spectrum, many in the Islamophobia network argue that Islam itself is extremist. This argument is often advanced by selective quoting or incorrect understanding of the Quran's verses. This theme is often found in the works of Robert Spencer and Act! for America.

## **All Muslims Are Violent Extremists**

Some take the previous theme and extrapolate that since Islam is a violent religion, every Muslim is a potential threat. This view leads to arguments for anyone who looks Muslim getting extra scrutiny by law enforcement. Sam Kharoba, who claims to have trained more than 20,000 law enforcement officials, is but one proponent of this theme.

## **Muslims Plan to Subjugate America and Supplant the Constitution**

Newt Gingrich famously told an audience of his fears that his grandchildren may grow up in an America that is "a secular atheist country, potentially one dominated by radical Islamists." Proponents of this thesis, such as the

Center for Security Policy and legislators in at least 31 states, have convinced themselves that Muslims have both the desire and ability to stealthily destroy America from within.

### **The Muslim Brotherhood Is the Driving Force Behind Almost Every Muslim**

Prior to 9/11, it was in vogue to accuse Muslims engaged in public service of being agents of Saudi Arabian Wahhabi, or more properly Salafi, ideology. After 9/11, this narrative shifted to accuse everyone of being agents, or apologists for, terrorist groups. The new conspiracy theory is that every Muslim in the public eye is fronting for the Muslim Brotherhood. This theme manifested itself in Rep. Michele Bachmann's 2012 allegations that, among others, a senior aide to Secretary of State Hillary Clinton and a man who had recently received high honors from a group representing retired FBI agents had both deceived the system and were covert Islamic supremacists.

### **Minimize, Dismiss or Mock Assertions of Concern over Anti-Muslim Sentiment**

Islamophobes call Muslims “whiners” when Muslims point out the bias being directed at the community. After the FBI released numbers for bias crimes in 2011, advocates of this theme attempted to use the 157 hate crimes against Muslims as proof that Islamophobia is either not really happening or is minimal.

### **A Murky Endgame**

What is never clear is where the Islamophobic vision for America takes us. Should all the Muslims be deported? Disenfranchised? Put in camps? Worse? Rhetoric advanced by Pamela Geller, Walid Shoebat and blogs like Bare Naked Islam gives cause for concern. Legislators passing laws designed to vilify Islam while serious candidates for our nation's highest office speak of loyalty oaths demands a national pause and realignment with founding principles.

### **The Right Wing Playbook on Anti-Muslim Extremism (People for the American Way)**

After conducting an analysis of anti-Muslim rhetoric, People for the American Way identified “eight key strategies” used to “inflame anti-Muslim sentiment”:

- Strategy 1:** Frame Muslim Americans as dangerous to America.
- Strategy 2:** Twist statistics and use fake research to “prove” the Muslim threat.
- Strategy 3:** Invent the danger of creeping Sharia.
- Strategy 4:** “Defending liberty” by taking freedoms away from Muslims.
- Strategy 5:** Claim that Islam is not a religion.
- Strategy 6:** Maintain that Muslims have no First Amendment rights under the Constitution.
- Strategy 7:** Link anti-Muslim prejudice to anti-Obama rhetoric.
- Strategy 8:** Claim an “unholy alliance” exists that includes Muslims and other groups targeted by the Right wing.

# The State of Islamophobia in America 04

In 2012, CAIR rates Islamophobia as a 5.9 on a scale of one to 10, with one representing an America free of Islamophobia and 10 being the worst possible situation for Muslims. In 2010, CAIR rated the state of Islamophobia in America as a 6.4.



That subject matter experts representing a diverse range of viewpoints perceive small, but highly welcome, decline in Islamophobia in America is a cause for optimism.

As in determining the 2010 rating, CAIR asked experts for their opinions of the state of Islamophobia in America.<sup>ii</sup> In the survey results, interviewee comments were anonymous.

Included among the survey respondent's observations of reasons for optimism were the following:

- "Tea party was defeated badly in 2012 elections. Islamophobes are on the defensive. The national Muslim organizations took grass roots initiatives to explain Shariah and to expose Islamophobes."
- "Things are getting better slowly. The Muslim community needs to do more to work with non- Muslims and others in the U.S. to foster better relationships of trust and mutual respect."
- "While there are egregious instances of Islamophobia in America, the situation overall for Muslims in America is much better than for most minorities elsewhere, by far."
- "2009-2010 were difficult Islamophobia years for a number of reasons but among them the election of a President with a middle name of Hussein and new type of background for too many Americans, the Tea Party's rise as a new national political force w/o adequate usurping safeguards to keep it from being hijacked by non-economic activists like Islamophobes, a surge

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<sup>ii</sup> These experts are listed in the report's Background and Acknowledgments section.

"Regrettably, while nearly a decade has passed since 9/11, we continue to see a steady stream of violence and discrimination targeting Muslim, Arab, Sikh and South-Asian communities in each city and town where I have met with leaders of those communities. I have been struck by the sense of fear that pervades their lives — fear of violence of bigotry and Islam's headwind of intolerance manifested in many different ways."

—U.S. Senator Anthony Gonzalez (R-OH),  
Nov. 30, 2011

of more troop deployments into the [Afghanistan-Pakistan] conflict theater and there was a peak of homegrown violent extremism cases hitting the media and thereby increasing public anxiety of Islam and Muslims. Today on all four of these drivers there has been a significant rollback."

Included among the survey respondent's observations which advised caution were the following:

- American Muslims are being used as a political tool. We are no longer considered a community as much as a platform. When you listen to legislation, when you read the news, when you watch debates there is always the discussion about American Muslims, as if we are supposed to let the media make us the villain. As if it's okay that Muslim and terrorist are synonymous. Terrorists do not represent Islam, and until politicians and the media recognize that we cannot eradicate Islamophobia.
- We are just a terror act away from this being 10.
- The political culture and culture production in general is heavily tilted toward Islamophobic content and as such we might not have the incident reported but the air is thick with racism directed at Muslims without any counter production.

### **CAIR's Key Factors Increasing Islamophobia In the United States in 2011 and 2012**

- FBI, military and other government agencies employ anti-Muslim trainers and training materials.
- The use of anti-Muslim rhetoric by Republican presidential candidates is accepted and applauded.
- Under anti-Muslim chairman the U.S. House Homeland Security Committee holds five hearings targeting the entire Muslim community.
- Association with anti-Muslim movements or rhetoric appears to carry little to no negative stigmatization.
- Seventy-eight bills seeking to restrict religious freedom for Muslims are introduced in 29 states and the U.S. Congress, many with mainstream Republican leadership support. Two pass in 2011, in Tennessee and Missouri. Two more pass in 2012, in North Dakota and Kansas.

- Rep. Michele Bachmann (R-MN) and four other members of congress attempt to paint American Muslims engaged in public service as disloyal infiltrators.
- In March 2012, the Southern Poverty Law Center reported that, “The number of anti-Muslim groups tripled in 2011, jumping from 10 groups in 2010 to 30 last year.”<sup>103</sup>

### CAIR’s Key Factors Reducing Islamophobia In the United States in 2011 and 2012

- Islamophobes are becoming recognized as hate groups. Six reports—four produced in 2011—shine light on the Islamophobia network. One of these reports—Fear, Inc., by the Center for American Progress—tracks \$42 million given to anti-Muslim groups by seven foundations.
- A report and multiple news stories highlight the use of anti-Muslims trainers and materials by law enforcement. By the end of 2011, Attorney General Holder announces major reform.
- In the wake of Anders Breivik’s Islamophobia-inspired massacre in Norway major editorials remind America that the extremist rhetoric of the U.S. Islamophobia network can inspire violence domestically.<sup>iii</sup>
- Sen. Dick Durbin (D-IL) holds a congressional hearing on the status of American Muslim civil rights and also a balanced hearing on the threat of domestic extremist groups in America.
- Rep. Michele Bachmann’s (R-MN) attempt to paint American Muslims engaged in public service as disloyal infiltrators is strongly rejected in a bipartisan fashion.

As recorded in our first Islamophobia report, in 2010 Time found that “twenty-eight percent of voters do not believe Muslims should be eligible to sit on the U.S. Supreme Court” and that “nearly one-third of the country thinks adherent of Islam should be barred from running for President.” That finding alone argues for concern about how Islamophobia manifests in America. The last two years have added to our picture of the extent of the Islamophobic attitudes in America.

In April 2012, interviewees for this section were asked, “On a scale of 1-10, with one being an America free of Islamophobia and 10 being the worst possible situation for Muslims in America, how would you rate the state of Islamophobia in America today?”

<sup>iii</sup> See, for example, “Muslims in America: A Report from 2011,” *Muslims in America* (CAIR: Center for American Islamic Relations), 2011, <http://www.cair.com/2011/04/20/muslims-in-america/>.

A survey released by Gallup in August 2011 found the following:<sup>104</sup>

- At least 4 in 10 in every major religious group in the U.S. say Americans are prejudiced toward Muslim Americans, with Jews (66%) saying this in slightly higher numbers than Muslims (60%).
- At 48%, Muslim Americans are by far the most likely of major faith groups surveyed to say they have personally experienced racial or religious discrimination in the past year.

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- At 48%, Muslim Americans are by far the most likely of major faith groups surveyed to say they have personally experienced racial or religious discrimination in the past year.

In September 2011, the Public Religion Research Institute noted, “Forty-seven percent of Americans agree that Islam is at odds with American values, and 48 percent disagree.” The study’s authors reported that those who felt Islam is at odds with American values were more prevalent among Republicans and those who identify with the Tea Party.<sup>105</sup>

But it is not just the right that has concerns about Muslims according to a study released by Ohio State University in July 2011. In the wake of the killing of Osama bin Laden OSU researchers found that Americans, particularly “political liberals and moderates” found Muslims more threatening and positive perceptions of Muslims significantly declined. Adding detail to the report’s key findings, the researchers wrote:

*After Bin Laden’s death, more Americans agreed that Muslims living in the United States “increased the likelihood of terrorist attack” (27 vs. 34%) and “make America a more dangerous place to live” (17% vs. 25%). At the same time, fewer respondents agreed that Muslims living in the United States are “are supportive of the United States” (62% vs. 52%) after the killing of Bin Laden.*

*These shifts were all among liberals and moderates.*

*The percentage of liberal respondents who agreed that Muslims in the U.S. “increased the likelihood of terrorist attack” and “make America a more dangerous place to live” shifted from 22% to 33% and from 8% to 24%, respectively, after the killing. In contrast, the percentage of conservative respondents who agreed that Muslims in the U.S. “increased the likelihood of terrorist attack” and “make America a more dangerous place to live” did not significantly change after the killing, 38% pre vs. 36% post, and 30% pre vs. 26% post, respectively.*

# Recommendations

# 20

In "Same Hate, New Target: Islamophobia and its Impact in the United States 2009-2010," CAIR provided an extensive set of recommendations for American Muslim individuals and institutions interested in pushing back against anti-Muslim bias. We point readers to those recommendations and add those below.

***Groups in the inner core should ostracized from mainstream public discourse in a manner similar to white supremacist, anti-Semitic or other groups, such as the Westboro Baptist church.***

Free speech is essential in an open society. People of conscience must be willing to defend speech that repulses their humanity. However, we at CAIR believe that bigoted speech should be relegated to where it belongs- the fringes of society and out of serious policy discussion. Inner core groups should not be offered legitimizing platforms by media outlets or political groups.

***Challenge the culture of politically exploiting hate against Muslims, reject anti-Muslim laws***

Legislators must reject the introduction of anti-Muslim, anti-Sharia, and anti-foreign law legislation that seeks to marginalize American Muslims and keep them from having the same rights and access to the courts as Americans of other faiths.

Rep. Peter King's five anti-Muslim hearings generated no appreciable response from Republican leadership. The response to Rep. Michele Bachmann's allegations of Muslim Brotherhood infiltration was encouraging. It was both bi-partisan and strong.

When contenders for our nation's highest office call for loyalty oaths or smear an entire religious minority as a threat then they should face significant opposition.

***Protect the sanctity of places of worship***

America as a place that protects religious minorities is an ideal ingrained in our national character since the Pilgrims arrival. When a place of worship is damaged or vandalized the entire community, religious leaders of all faiths, elected officials and private citizens should rally to reject bias. Similarly, when routine zoning or land use issues are transformed into forums of hate speech or legal challenges as to the very nature of religion then strong voices for pluralism need to be present.

CAIR’s recently released “Best Practices for Mosque and Community Safety” brochure is an ideal starting place for facility leaders interested in improving the facility of their site. Contact [info@cair.com](mailto:info@cair.com) using the subject line “mosque safety” for more information.

***Support of the End Racial Profiling Act and reform of DOJ racial profiling guidelines***

CAIR requests that Congress enact the End Racial Profiling Act and revise the U.S. Department of Justice (DOJ) Civil Rights Division’s Guidance Regarding the Use of Race by Federal Law Enforcement Agencies.

The U.S. Constitution requires that federal and state law enforcement agencies respect the rights and freedoms of “all persons,” regardless of race, religion, ethnicity, or national origin. American citizens respect their law enforcement agencies and look to them to enshrine the rights that the Constitution affords in their institutions, policies and practices. Should our nation’s law enforcement agencies overlook or disregard the Constitution by engaging in acts of discriminatory profiling, our citizens would be sent a message that engaging in profiling based on race, nationality, religion, etc., is acceptable and worth emulating.

CAIR also believes that racial and religious profiling is not effective law enforcement and narrowly focuses the nation’s law enforcement resources away from following actual leads and preventing illegal and violent acts. Profiling violates the basic constitutional protections of the First, Fourth and Fourteenth Amendments. Profiling also hinders counterterrorism efforts against antigovernment extremists. For example, Timothy McVeigh (Oklahoma City Bombing, 1995), James Von Brunn (Holocaust Museum Shooting, Washington, D.C. 2009) John Bedell (Pentagon Shooting, Washington, D.C. 2010), Joseph Stack (IRS Building Suicide Bombing, Austin, TX 2010) and Floyd Corking (Family Research Council Shooting, Washington D.C. 2012) would not have been identified by racial or religious profiling.

***Drop or modify the term Islamist***

Many Muslims who wish to serve the public good are influenced by the principles of their faith. Islam teaches Muslims to work for the welfare of humanity and to be honest and just. If this inspiration came from the Bible, such a person might well be called a Good Samaritan. But when the source is the Quran, the person is an "Islamist."

Unfortunately, the term "Islamist" has become shorthand for "Muslims we don't like." It is currently used in an almost exclusively pejorative context and is often coupled with the term "extremist," giving it an even more negative slant. There are few, if any, positive references to "Islamist" in news articles. There are also no -- nor should there be -- references to "Christianists," "Judaists" or "Hinduists" for those who would similarly seek governments "in accord with the laws" of their respective faiths. No journalist would think of referring to the "Judaist government of Israel," the "Christianist leader Rick Santorum" or "Hinduist Indian politician Narendra Modi," while use of "Islamist" has become ubiquitous. It might be an interesting exercise to hold a contest, the winner of which would be the first to find a positive mainstream media reference to "Islamist."

The frequent linkage of the term "Islamist" to violence and denial of religious and human rights is also strongly promoted by Islamophobic groups and individuals who seek to launch rhetorical attacks on Islam and Muslims, without the public censure that would normally accompany such bigoted attacks on any other faith.

Islam-bashers routinely use the term to disingenuously claim they only hate "political" Islam, not the faith itself. Yet they fail to explain how a practicing Muslim can be active in the political arena without attracting the label "Islamist." By not dropping or modifying use of the term, the media are making a political and religious value judgment each time it is used.

***Remove anti-Muslim, discriminatory trainers and materials in U.S. military and law enforcement at all levels***

Where it has not already happened, Federal, state and local law enforcement agencies should review their counter terrorism materials and remove information that is biased or inaccurate. All should adhere to the Department of Homeland Security's Federal interagency guidelines on CVE curriculum standards, Countering Violent Extremism (CVE) Training: Guidance and Best Practices. Any trainer should have either the educational or operational

background to make him or her a subject matter expert. Congress and other Federal entities that oversee training grants should ensure that federal grants to state law enforcement counterterrorism training programs do not go to anti-Muslim trainings or trainers.

As noted by the author's of *How We Train Our Cops to fear Islam*, "State accreditation should be made mandatory for counterterrorism training courses—it often isn't—and the accreditation process itself must also be toughened. There should be subject-matter experts who evaluate courses, and they should sit in on classroom sessions anonymously. If such a system of state-based oversight worked properly, then bad trainers would have their state accreditation revoked, and they would no longer be allowed to teach in the state. If states agreed to share lists of bad trainers, then the trainer would effectively be banned nationwide."

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## Definitions

**Islamophobia** is close-minded prejudice against or hatred of Islam and Muslims.<sup>3</sup>

**Islamophobic acts** are directed at Islam or Muslims in general. Anti-Muslim discrimination is directed at a specific individual, institution or group of individuals.

An **Islamophobe** is an individual who holds a closed-minded view of Islam and promotes prejudice against or hatred of Muslims.

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<sup>3</sup> This definition comes from *How We Train Our Cops to Fear Islam*, by the author's of *How We Train Our Cops to Fear Islam*, University of Wisconsin-La Crosse, 2014. <http://www.uwlax.edu/~howwe/cops/>

Tony Hoang  
Chief of Staff  
Equality California

As Chief of Staff, Tony directs many of the day-to-day activities as well as manages many of EQCA's external relationships with allied coalitions and organizations. He is the point person on staff for EQCA PAC's activities and manages the organization's field team. Tony started his journey with EQCA as a field intern in 2009 and has served in various capacities throughout the organization with the most recent being the Operations Director. A native Texan, Tony earned his B.A. with dual majors in International Relations and Political Science and a minor in Natural Sciences from the University of Southern California. During his undergraduate career, he worked at the Pacific Council on International Policy and the Los Angeles Federation of Labor, AFL-CIO.

# Same-sex couples in Census 2010: Race and Ethnicity

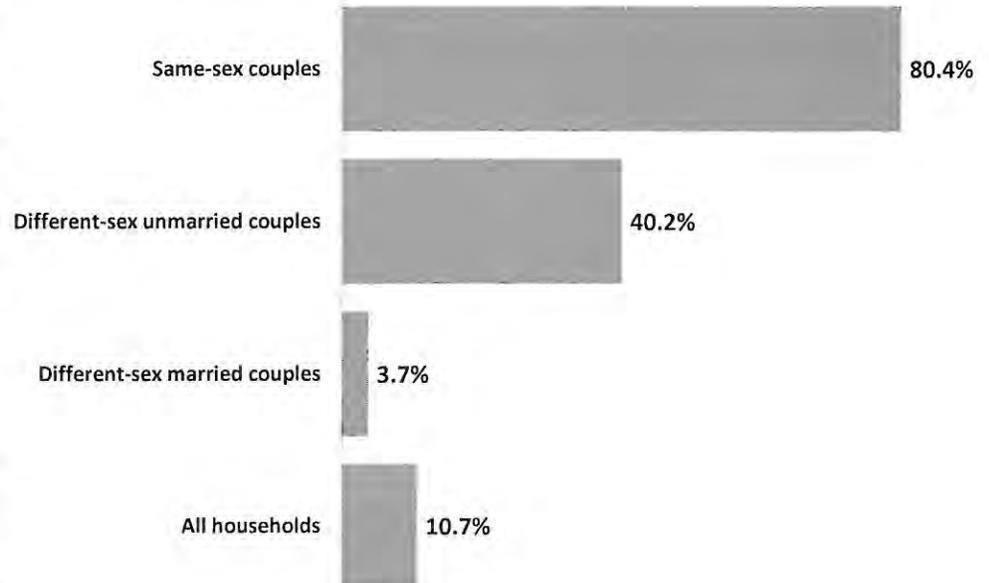
by Gary J. Gates, PhD

With the publication of *Households and Families: 2010*, the US Census Bureau released the first data from Census 2010 on the racial and ethnic compositions of households headed by couples in the United States, including same-sex couples. This research brief summarizes the 2010 data for same-sex couple households and compares them to their different-sex counterparts, both married and unmarried. The Census Bureau did not release data that would allow for consideration of the characteristics of married same-sex couples compared to those in civil unions or registered domestic partnerships or those who are not in a legally recognized relationship. All of these groups are combined into the category of same-sex couple households.

## Same-sex couple households increased more rapidly than different-sex couple households

The number of same-sex couple households has increased between 2000 and 2010 at a faster rate than the increases observed for all households, or for married or unmarried different-sex couple households (see Figure 1). The number of same-sex couple households increased by more than 80% from 358,390 in 2000 to 646,464 in 2010. Different-sex unmarried couple households increased by 40% while increases in different-sex married couple households were less than 4%. The total number of households in the US increased by nearly 11%.

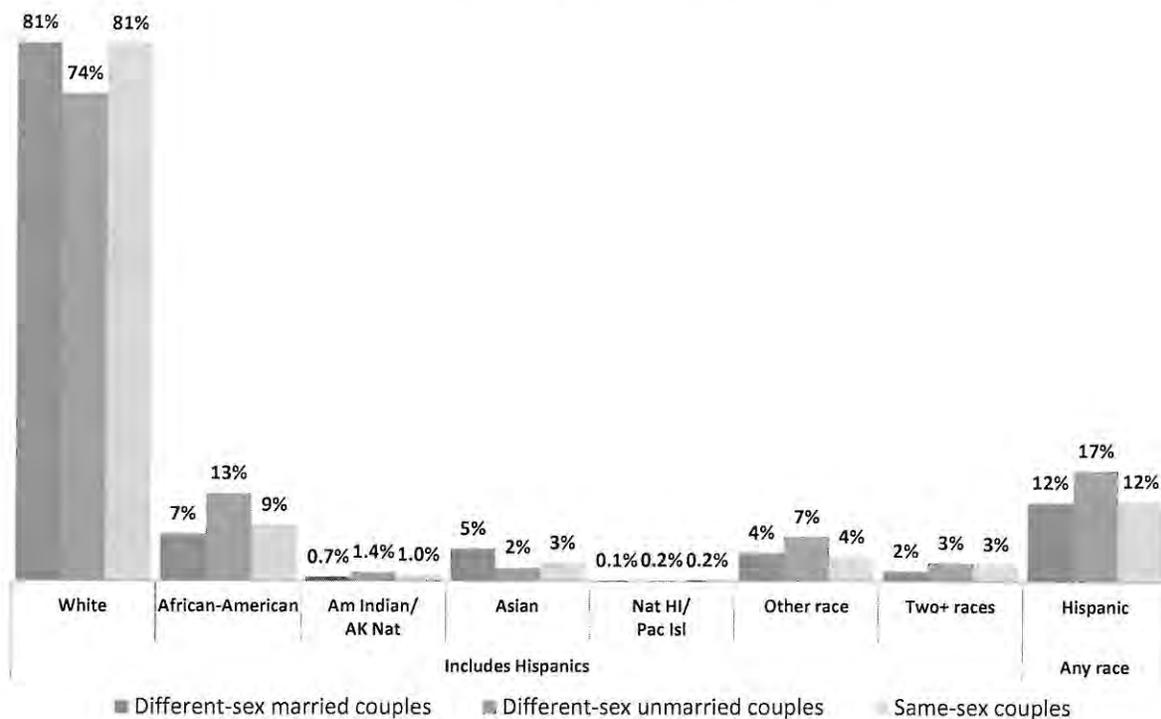
Figure 1. Percent increase between 2000 and 2010  
by household type



## Same-sex couples are as likely as different-sex married couples to include a racial or ethnic minority

The Census data describes couples by the race or ethnicity of the “householder”, who was Person 1 on the Census form and is usually the person in whose name the home is either owned or rented. Among different-sex unmarried partners, just 74% of householders were White. In general, the racial/ethnic distribution of householders does not differ much between same-sex couples and different-sex married couples, while different-sex unmarried couples include a larger proportion of racial/ethnic minorities (see Figure 2). For both same-sex and different-sex married couples, 81% of householders were White. Compared to different-sex married couples, same-sex couples had slightly higher proportions of African-American householders and slightly smaller proportions of Asian householders. The proportion of Hispanic householders did not differ between the two groups (12%).

**Figure 2. Percent of couples with a specified race/ethnicity of the householder**



## Same-sex couples with children include a larger portion of racial/ethnic minorities than different-sex married couples

In general, couples where the householder is a racial or ethnic minority are more likely to be raising their “own” children (defined as biological or adopted children of the householder and a different-sex spouse or, in the case of same-sex couples or different-sex unmarried couples, biological or adopted children of just the householder). This is particularly true for same-sex couples. Among those raising children, 28% of householders in same-sex couples are non-White compared to 24% of householders in different-sex married couples. Among different-sex unmarried couples, 36% of householders are non-white (see Figure 3).

Among all racial and ethnic groups, same-sex couples are less likely to be raising children than their different-sex counterparts. However, like their different-sex counterparts, same-sex couples with a householder who is a racial or ethnic minority are more likely to have children (see Figure 4). Fully a third of same-sex couples with an Hispanic householder are raising children compared to just 17% of same-sex couples with a non-Hispanic White householder. A quarter of same-sex couples with either an African-American or Asian householder have children. Among same-sex couples with an American Indian or Alaska Native householder, the figure is 29% and among those with a Native Hawaiian or Pacific Islander householder, fully a third are raising children.

Figure 3. Percent of couples with "own" children with a specified race/ethnicity of householder

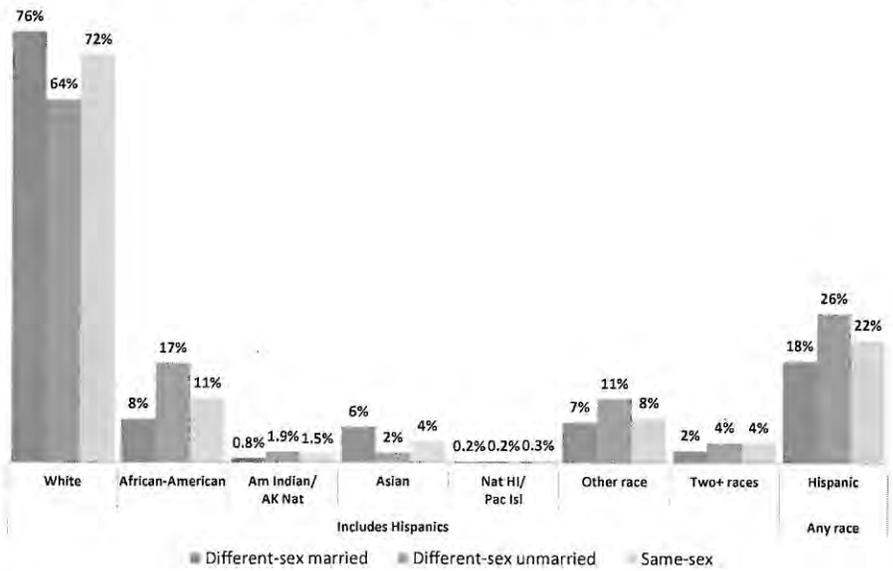
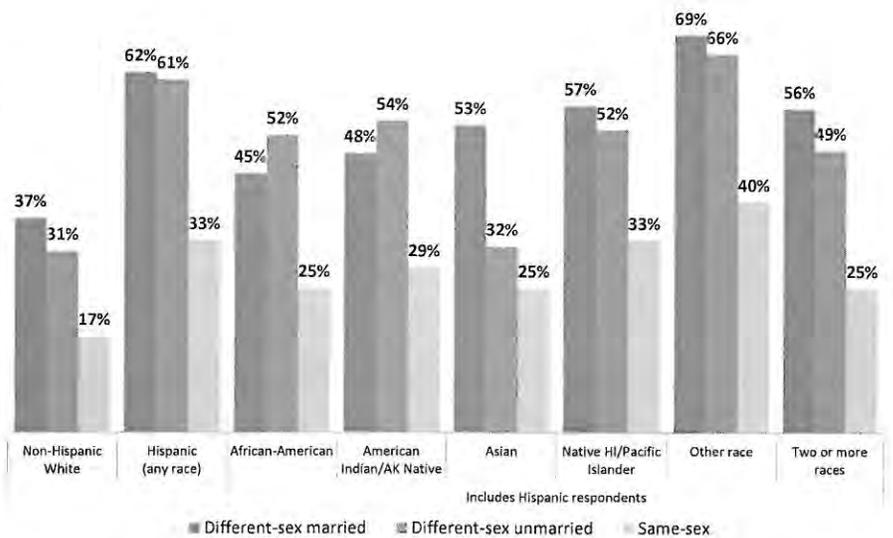


Figure 4. Percent of couples raising "own" children by couple type and race/ethnicity of householder



## Same-sex couples are the most likely to be interracial or interethnic

More than one in five same-sex couples (20.6%) are interracial or interethnic compared to 18.3% of different-sex unmarried couples and just 9.5% of different-sex married couples (see Figure 5).

More than half of same-sex couples in Hawaii (53%) are interracial or interethnic (see Figure 6). About a third fit that category in California (33%), New Mexico (31%), and Nevada (30%). Other states where same-sex couples are likely to be interracial or interethnic include Alaska (28%), District of Columbia (28%), Oklahoma (26%), Arizona (26%), Texas (25%), and Colorado (24%). Less than 10% of same-sex couples are interracial or interethnic in Maine, Mississippi, Vermont, West Virginia, and New Hampshire, and Alabama.

Figure 5. Percent of couples that are interracial/ethnic by couple type

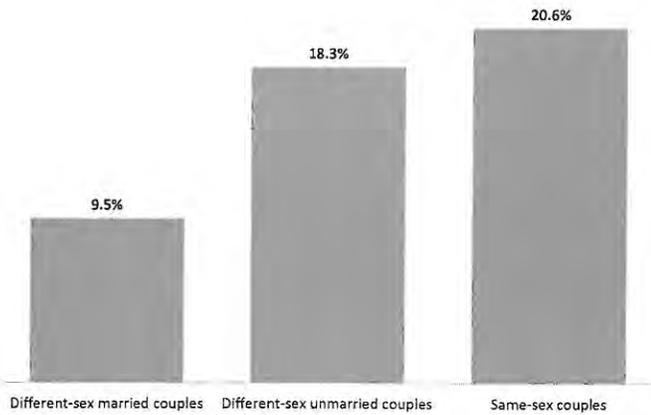
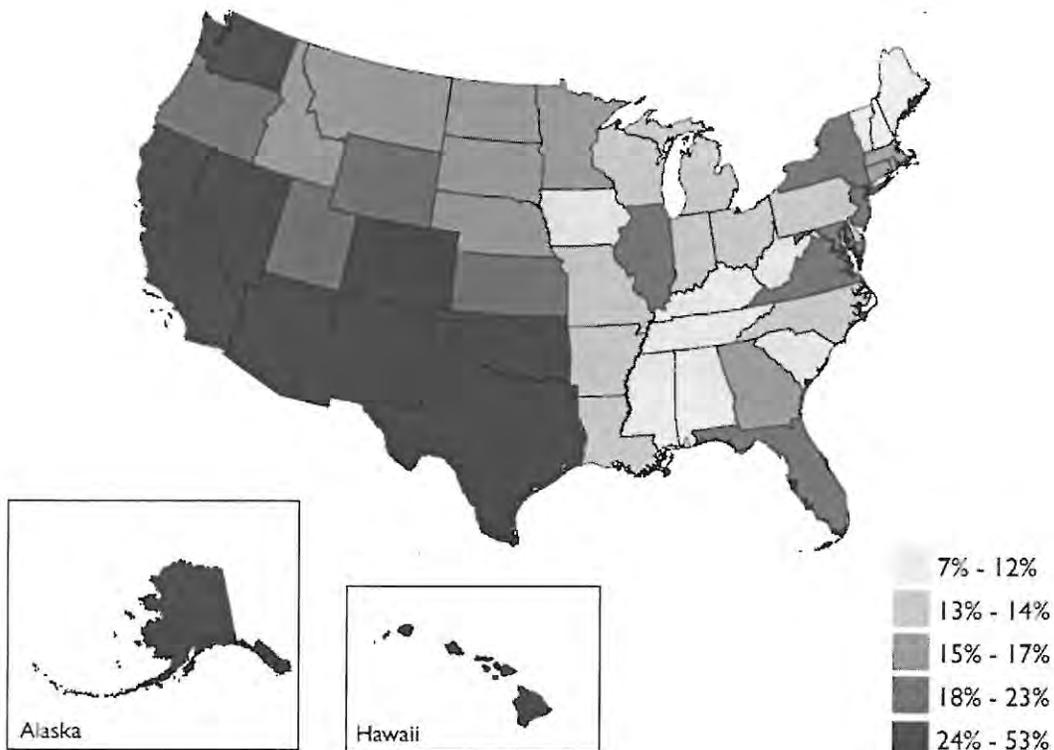


Figure 6. Percent of same-sex couples who are interracial or interethnic





The following CSUDH Student Organizations have been invited to speak:

Asian Pacific Student Alliance

Black Student Union

Gay Straight Alliance

Latino Student Business Association

M.E.Ch.A

Sociology Club



Isadore Hall, III  
64<sup>th</sup> Assembly District  
Biography



Isadore Hall, III, first elected to the California State Assembly in November 2008, represents the 64th Assembly District that includes the communities of Carson, Compton, Gardena, Harbor Gateway, Lynwood, North Long Beach, Rancho Dominguez, South Los Angeles, Torrance, Watts/Willowbrook and Wilmington.

Hall currently serves as the Chair of the Assembly Governmental Organization Committee. Hall also serves on the following fiscal and policy committees: Appropriations, Elections and Redistricting and Human Services.

During his tenure in the Assembly, Hall authored notable legislation and has been an influential and decisive voice on various public policy issues including: addressing the state's fiscal crisis, job creation, reducing childhood obesity and diabetes, improving public safety, expanding access to education technology and the creation of a sustainable statewide water policy.

In 2009, Hall successfully authored legislation to help build the world's first 'green' professional football stadium. Located in Los Angeles County, the proposed 75,000 seat LEED certified NFL stadium and entertainment complex will create over 18,000 jobs and utilize the latest in technology, planning and design to create the most environmentally sustainable athletic stadium complex ever created.

Hall began his career of public service in 2001 when he was elected to the Compton Unified School District Board of Trustees. Hall served two terms as President of the Board and oversaw important reforms to attract highly qualified teachers and increase funding to classrooms throughout the district.

In 2003, Hall was elected to the Compton City Council where he served in various leadership positions including Mayor Pro Tem. While on the City Council, Hall oversaw

efforts to increase youth access to parks and recreational activities, reduce crime and promote business growth throughout the city. During this time Hall also served on the Metropolitan Water District Board, the Gateway Cities Council of Governments and the Southern California Association of Governments becoming a prominent regional voice for communities throughout southern California.

Hall received a Bachelor of Art's Degree in Business Administration from the University of Phoenix and a Master of Arts Degree in Public Administration from National University. In 2011, Hall was awarded a Master's Degree in Management and Leadership from the University of Southern California, and dual Doctorates in Theology and Religious Studies from Next Dimension Bible College. Hall is also a proud member of Omega Psi Phi Fraternity, Inc.

Born and raised in Compton, California, Hall is the youngest of six children.

Katcho Achadjian  
35<sup>th</sup> Assembly District  
Biography

Katcho Achadjian was sworn in for his second term on December 3, 2012 to represent the 35<sup>th</sup> Assembly District in the California Legislature, which includes the communities of Arroyo Grande, Atascadero, Grover Beach, Guadalupe, Lompoc, Morro Bay, Paso Robles, Pismo Beach, San Luis Obispo, and Santa Maria.

In 1971, Katcho came to California to complete his education and pursue the American Dream. He carried with him a distinctive work ethic instilled in him by his Armenian parents in Lebanon – an ethic that has served him well in his roles as businessman, community volunteer and legislator. On December 17, 1982, a day that serves as a continuous source of pride for him, Katcho became a United States Citizen. Katcho attended Cuesta Community College and graduated from Cal Poly San Luis Obispo with a degree in Business Administration. He and his wife Araxie were married in 1984 and they have a son, Hratch, and daughter, Nyri.

Prior to his election to the Legislature, Katcho served for three terms as an elected member of the San Luis Obispo County Board of Supervisors. Katcho served as Board Chairman in 2001 and again in 2006. As a member of the Board of Supervisors, he helped craft and secure passage of balanced and on-time budgets for 12 straight years and built up significant budget reserves. As a county supervisor, Katcho fought hard to protect taxpayers, property rights, and public safety, while holding down the cost of government.

Throughout his career, Katcho has been a strong champion of protecting the region's abundant natural resources and pristine coastline. In 2006, Governor Arnold Schwarzenegger appointed him to serve as a member of the California Coastal Commission, charged with protecting the beauty of California's coastline. He served as a member of the Commission until his election to the Assembly in 2010.

Working hard to give our children the strong foundation they need to lead strong, healthy lives, Katcho was the founding chairman of the San Luis Obispo County First 5 Commission. The Commission allocates funds and advocates for quality programs and services that support children prenatal to age 5 and ensure that every child is healthy and ready to learn in school.

In both his private and public service, Katcho has been a strong supporter of public safety. He has served as a Charter Board member of the San Luis Obispo Law Enforcement Assistance Foundation (SLO LEAF) since 2002, serving as Secretary in 2002 and Vice President from 2004 to 2010. He has been a member of the San Luis Obispo County Sheriff's Advisory Council since 1989 serving as its Chairman from 1994 to 1995.

Fighting hard for the Central Coast's working families; Assemblyman Achadjian currently serves as Chairman of the Assembly Local Government Committee, Vice-Chair of the Accountability and Administrative Review Committee and is a member of the Assembly Committees on Banking and Finance, Transportation, , and Joint Legislative Audit.

Ian Calderon  
57<sup>th</sup> Assembly District  
Biography

Ian Calderon was elected in November 2012 to represent California's 57th Assembly District, which includes the cities of Industry, La Habra Heights, La Mirada, La Puente, Norwalk, Santa Fe Springs, South El Monte, Whittier and the unincorporated communities of Avocado Heights, and Hacienda Heights.

Prior to his election to the Assembly, Calderon worked for Hurley, a surf and sportswear company. As manager of the marketing department, Calderon supervised market surveys and research, and promoted company events.

In addition to his career in the private sector, Calderon also served as a field representative for the State Assembly, which allowed him to assist residents in his community with various issues. In this capacity, he was able to help constituents gain better access to resources, and helping them understand how legislation would affect them. Calderon's interaction with residents of the 57th Assembly District solidified his decision to run for the State Assembly as he had witnessed first-hand the need for new, unique ideas in Sacramento.

Calderon, who grew up in the 57th Assembly District, comes from a family that has a long commitment to public and community service. His commitment to public service was inspired by his grandmother, Rita, who struggled and sacrificed to provide a better life for her children and the community in which she lived.

Calderon graduated from California State University Long Beach where he earned a degree in Political Science, providing him with knowledge of California's political landscape and an understanding of the State's most critical issues.

Calderon, like his father Senator Charles Calderon, believes that if the California dream is to be kept alive, the state needs leaders with new ideas and fresh perspectives who see a California filled with promise and opportunity.

Calderon resides in Whittier.

Paul Fong  
28<sup>th</sup> Assembly District  
Biography

Assemblymember Paul Fong (D-Cupertino) was elected in November 2008 to represent the 22nd Assembly District. In November 2012, Assemblymember Fong was re-elected to represent the newly drawn 28<sup>th</sup> Assembly District. The new district is located in the southern Bay Area that includes Campbell, Cupertino, Los Gatos, Monte Sereno, Saratoga, and the areas of Willow Glen, Cambrian, and Almaden Valley of San Jose.

Assemblymember Fong is Chair of the Asian and Pacific Islander Legislative Caucus and a member of the Community College Caucus, the Democratic Caucus, the Animal Protection Caucus, and the Environmental Caucus.

Prior to being elected to the State Assembly, Assemblymember Fong served on the Foothill-De Anza Community College District Board of Trustees and the Foothill-De Anza Foundation Board of Directors, and served on the Board of the California Community Colleges Trustees. Assemblymember Fong was also a political science professor at Evergreen Valley College.

Assemblymember Fong is an activist for causes such as education, business, civil rights, affordable housing, and the environment. He is a founding member of the Asian Americans for Community Involvement, a Board Member for Sacred Heart Community Services, and a Board Member for the Community Housing Developers.

As a lifelong educator dedicated to changing young lives through his passion for education, Assemblymember Fong has authored legislation to increase student access such as AB 2302, historic transfer reform for our higher education system and AB 970, a landmark reform bill to the student fee process for the California State University and University of California systems. For his commitment and leadership in education, he has been awarded with the California Federation of Teacher's *Legislator of the Year 2012*, University of California Student Association *Legislator of the Year 2011*, California Community Colleges Board of Governors *Legislator of the Year 2011*, Faculty Association of California Community Colleges *Legislator of the Year Award 2011*, Campaign for College Opportunity *Champion for College Opportunity Award 2010*, California State Student Association *Legislator of the Year Award 2010*.

Assemblymember Fong holds two degrees from San Jose State University; a B.A. in Sociology and a M.P.A. Also, he holds a MAEd. from the University of San Francisco. He and his wife, Grace, are owners of the Flower Cottage in Sunnyvale. Paul and Grace have three children, Sean, Nicole and Sydney.

Jimmy Gomez  
51<sup>st</sup> Assembly District  
Biography

Jimmy Gomez was elected in November of 2012 to represent California's 51st Assembly District, which includes East Los Angeles and the neighborhoods of Glassell Park, Lincoln Heights, Highland Park, El Sereno, Echo Park, Cypress Park, Filipino Town, Chinatown, Montecito Heights, El Pueblo, Eagle Rock, Elysian Valley, Mt. Washington, Atwater Village, and Silver Lake.

Gomez was born and raised in Southern California and is the youngest of six children. His parents and four of his siblings immigrated to California from Mexico in the early 1970s. They brought with them a strong sense of family and a strong work ethic. To make ends meet, his mother and father often worked multiple jobs.

After graduating from high school, Jimmy found work where he could – at a fast-food restaurant and a local superstore. But instead of working a 9am to 5pm schedule, he worked from 5pm to 9am the next day. After several months of working both jobs, and with the memory of his parents' struggle to make ends meet...something just clicked! He now clearly understood the need of a good job with benefits, and most importantly a quality education.

With this newfound clarity, Jimmy enrolled in community college and ultimately transferred to UCLA, where he graduated *magna cum laude* and received a BA in Political Science with a minor in urban planning. Ten years after graduating from high school, he earned a Master's in Public Policy from Harvard University's John F. Kennedy School of Government.

Gomez recognizes that his story today, although not unique, is a lot harder to achieve and out of reach for far too many people because of the struggling economy and the state budget deficit. He believes this is unacceptable and our families deserve better.

To help rebuild California, Gomez will fight to increase access to quality education and good jobs by providing leadership based on working class values, pragmatic problem solving skills and a dedication to the empowerment of individuals and communities.

As a Director for the United Nurses Associations of California, Gomez empowered nurses to better advocate for their patients through the legislative process and community service. He helped pass legislation to facilitate graduation of community college nursing and allied health students, and established a partnership with a community non-profit to promote healthy living for inner-city children.

Gomez's previous work experience includes the American Federation of State, County and Municipal Employees (AFSCME), the National League of Cities, the Democratic

National Committee, the office of former L.A. City Councilman Michael Feuer, and the office of former Congresswoman Hilda Solis.

Gomez lives in Echo Park with his wife Mary, and dog Austin.

Rich Gordon  
24<sup>th</sup> Assembly District  
Biography

Assemblyman Rich Gordon was first elected in November 2010 and represents the 24th Assembly District on the San Francisco Peninsula in San Mateo and Santa Clara Counties.

Assemblyman Gordon chairs the Assembly Committee on Rules, and is a member of the following Assembly Committees: Business, Professions and Consumer Protection, Budget, Local Government, Revenue & Taxation, and the Budget Subcommittee on Resources and Transportation. He is currently Chair the Select Committee on Sea Level Rise and the California Economy, in addition to chairing the Legislative LGBT Caucus. Additionally, he is Co-Chair of the Bay Area Caucus and is a member of the Environmental Caucus.

Assemblyman Gordon previously served for thirteen years on the San Mateo County Board of Supervisors. As a County Supervisor, Gordon worked to achieve government accountability by leading in the development of the County's outcome-based budgeting and was instrumental in the formation of regional partnerships including the Housing Endowment and Regional Trust. Gordon was actively involved in the creation of the Children's Health Initiative, which guarantees health care coverage for children. In 2008, Gordon served as President of the California State Association of Counties, which represents all 58 counties.

Assemblyman Gordon also served as a member of the San Mateo County Board of Education for five years. Prior to public service, he was a minister in the United Methodist Church, and for twenty years he worked in the nonprofit sector where he was the founder and Executive Director of Youth and Family Assistance.

As a legislator, Assemblyman Gordon has been committed to ending the gridlock in Sacramento by trying to fix the dysfunction of the state's governing system and structure, ensuring that California invests in the education of its children, maintaining the state's position as a leader in environmental protection, and fighting for all of California's residents having access to healthcare. He has seen personal success in Sacramento, where in his first term, Assemblyman Gordon was among the most productive legislators - having 26 of his 35 bills signed into law by the Governor.

Assemblyman Gordon is a fourth generation Californian - born and raised in San Mateo County. He completed high school in Orange County, and graduated from the University of Southern California. He has a Masters in Divinity from Garrett Theological Seminary at Northwestern University. He resides in an unincorporated neighborhood in Menlo Park with his husband, Dr. Dennis McShane. Assemblyman Gordon and Dr. McShane have been in a committed relationship since 1982 and were married on August 16, 2008.

Reginald Byron Jones-Sawyer, Sr.  
59<sup>th</sup> Assembly District  
Biography

Reginald Byron Jones-Sawyer, Sr. most recently, the Director of Asset Management for the City of Los Angeles was elected in November 2012, to represent California's 59th Assembly District. The entire district lies within the county of Los Angeles and includes the communities of South Los Angeles, Florence-Firestone, Huntington Park and Walnut Park.

His history of public service includes serving as Chair of the LA County Small Business Commission, an Assistant Deputy Mayor for the City of Los Angeles and Vice President of SEIU's (Local 721) Los Angeles Professional Managers Association.

The Jones-Sawyer family were early pioneers in the civil rights movement. His uncle was one of the "Little Rock Nine"--high school students who braved violent mobs to integrate Little Rock Central High School in 1957; one of the most important and documented events in our nation's history.

Jones-Sawyer earned a Bachelor of Science in Public Administration from the University of Southern California, and completed the prestigious Harvard University, Kennedy School of Government program, for senior executives in state and local government.

While serving as Assistant Deputy Mayor for the City of Los Angeles, Mr. Jones-Sawyer transformed the bureaucratic quagmire of the city's permit development process into a more "customer-friendly" agency that expedited the creation of the Magic Johnson Theater empire and Staples Center Arena.

Jones-Sawyer also served as chair of the Baldwin Hills Conservancy, USC Black Alumni, New Frontier Democratic Club and the Los Angeles Chapter of the American Society for Public Administration. He is the divorced father of three; Reginald, Jr., Lauren and Evan.

Bonnie Lowenthal  
70<sup>th</sup> Assembly District  
Biography

Bonnie Lowenthal is among the most experienced and seasoned members of the Legislature. During her first two terms in the Assembly she helped deliver 18,000 good-paying jobs and protected the employment rights of thousands of workers, while standing up for children, seniors and the environment.

She brought to Sacramento decades of public service and a lifetime of experience. She served two terms on the Long Beach Unified School Board, where she fought for full inclusion, and helped Long Beach earn a national reputation as one of the country's best urban school districts. She also served two terms on the City Council, where she made sure that the residents of her working-class district were as well represented at City Hall as residents of the city's wealthiest neighborhoods.

Bonnie Lowenthal brings her experience as a licensed mental health professional to her work on the Assembly Health Committee, where she has been a dependable advocate for patients and their caregivers alike.

Bonnie is a mother and a grandmother. She was born in New York state, the child of immigrants who came to this country to escape religious persecution. She wants all immigrants to find the opportunity her parents found.

She has authored laws that: protect coastal waters from invasive species; make it easier for older adults to stay in their homes; encourage state workers to blow the whistle on wrongdoing; and make it easier for school district to give kids a safe ride to school. She also has written laws that bring additional federal funds to foster youth; protect injured workers from unjust medical bills; and bring down the cost of prison healthcare by millions of dollars a year.

She has been named Legislator of the Year by the California Assisted Living Association, the Junior Leagues of California, the California Association of Marriage and Family Therapists, the California Association of PACE Providers, and by the California Chiropractic Association.

Her district includes the largest port complex in the nation, one of the most diverse populations in the state, and the only inhabited island in California, Catalina.

Bonnie Lowenthal chairs the Assembly Committee on Transportation; the Legislative Women's Caucus; and the Select Committee on Ports. She also serves as the vice chair of the Joint Committee on Emergency Management. She has been appointed as a member of the Assembly Health, Environmental Safety and Toxic Materials, and Accountability and Administrative Review Committees, as well as the Joint Legislative Audit Committee.

Melissa Melendez  
67<sup>th</sup> Assembly District  
Biography

Melissa Melendez is a native of Youngstown, Ohio.

Melissa entered the United States Navy upon graduating high school. She attended the Defense Language Institute in Monterey, California, where she became a fluent Russian language speaker.

Melissa then became one of the first women approved by the U.S. Navy to fly aboard EP-3 reconnaissance aircraft overseas, conducting reconnaissance and intelligence gathering operations in partnership with our allies. She served her country with honor and distinction as a Russian translator for ten years during the height of the Cold War, and flew covert missions during Operation Desert Shield and Desert Storm. While serving in the Navy, she received numerous awards for her strategic acumen, operational insight, professionalism and impeccable leadership skills.

While serving in the Navy full-time, Melissa also attended college full-time in the evenings, and received her BA in History and Political Studies from Chaminade University in Honolulu, Hawaii. After the Navy, Melissa took an academic advisory position at Chaminade University for two years before deciding to begin her own business. She then formed her own successful transcription company, contracting with the Chief of Naval Operations, and providing services to the Secretary of the Navy as well as other top-level Pentagon officials. Melissa attended the Murrieta Campus for the University of Phoenix to earn her MBA in June of 2008.

In 2008 Melissa Melendez was elected to the Lake Elsinore City Council. She served as Mayor Pro Tem as well as Mayor during her four years in local government.

Melissa has distinguished herself throughout the district by tackling some of the most important issues of the day, like fighting for increased government transparency, reducing taxes, and easing the burden on the business community. Melissa is also known to be a tireless advocate for veterans and military families.

Melissa has five children with her husband of 15 years, Nico Melendez, who works for the Department of Homeland Security. Nico is also a veteran of the U.S. Navy, having served 10 years on active duty around the world as a journalist and public affairs officer. He proudly continues to serve today in an active naval reserve unit.

V. Manuel Pérez  
56<sup>th</sup> Assembly District  
Biography

Assemblymember V. Manuel Pérez serves as the Assistant Majority Floor Leader of the California State Assembly. First elected in 2008 and now in his third term, Assemblymember Pérez represents the 56<sup>th</sup> Assembly District, which comprises eastern Riverside and Imperial counties.

During his first two terms in office, Manuel served as chair of the Assembly Committee on Jobs, Economic Development, and the Economy and devoted much of his policy focus to the state's economic recovery, as well as a number of locally relevant issues. His many legislative accomplishments include: the reinstatement of a loan guarantee program to help small businesses; facilitating renewable energy development in the desert region through streamlined permitting; promoting greater access to the state's Safe Routes to School program for more walkable and pedestrian friendly communities; helping veterans avoid foreclosure by enabling them to refinance through the Cal Vet home loan program; addressing the arsenic contamination of local wells in the East Coachella Valley; helping to keep students in school by empowering administrators to consider alternatives to suspension and expulsion for certain student offenses; and supporting state investments that promote job creation in disadvantaged communities.

The son of immigrant farm workers, Assemblyman Pérez saw first-hand the barriers and discrimination faced by his parents and community. This forged in him deeply held convictions and compassion for the struggles of immigrants and other vulnerable groups in our society. The Assemblyman has spent his professional life seeking to empower underserved and under-represented communities. He has worked as a school teacher, a youth advocate, and a community healthcare director. He is the co-founder of ESPINO (Escuelas Si Pintas No), a coalition of Central Valley youth organizations working to reduce the disproportionate incarceration rates of youth of color.

Born in Indio and raised in Coachella, Assemblyman Pérez grew up in a close-knit family that taught him the value of hard work, determination, respect, and service to others. He attended public schools, graduated from U.C. Riverside, and earned a Master's degree in Education from Harvard University. Before being elected to the Assembly, he served on the Coachella Valley Unified School District Board.

Links to full reports that were submitted by participating organizations:

Los Angeles County Commission on Human Relations: 2012 Hate Crime Report

<http://lahumanrelations.org/hatecrime/hatecrimearchivereports.htm>

Asian Americans Advancing Justice L.A.: A Community in Contrast 2013

<http://advancingjustice-la.org/media-and-publications/publications/community-contrasts-asian-americans-native-hawaiians-and-pacific>

Los Angeles Urban League: Common Ground, Common Goal - California's Regulatory Business Climate: The Impact on Urban Communities

[http://luskin.ucla.edu/sites/default/files/A\\_tale\\_of\\_three\\_cities%20FINAL%5B1%5D.pdf](http://luskin.ucla.edu/sites/default/files/A_tale_of_three_cities%20FINAL%5B1%5D.pdf)

The Sikh Coalition: One Step Forward – Bias-Based Bullying

[http://sikhcoalition.org/images/documents/onestepforward\\_bullying\\_report.pdf](http://sikhcoalition.org/images/documents/onestepforward_bullying_report.pdf)

The Sikh Coalition: Bay Area Civil Rights Report 2010

[http://www.sikhcoalition.org/documents/pdf/Bay\\_Area\\_Civil\\_Rights\\_Agenda.pdf](http://www.sikhcoalition.org/documents/pdf/Bay_Area_Civil_Rights_Agenda.pdf)

Bullying in NY Schools

[http://www.sikhcoalition.org/documents/pdf/DOE\\_Report.2.24.2011.pdf](http://www.sikhcoalition.org/documents/pdf/DOE_Report.2.24.2011.pdf)

CAIR: Legislating FEAR - Islamophobia and its impact in the United States

<http://www.cair.com/images/islamophobia/Legislating-Fear.pdf>

CA EQ: Same Sex Couples in Census 2010: Race and Ethnicity

<http://williamsinstitute.law.ucla.edu/research/census-lgbt-demographics-studies/same-sex-couples-census-2010-race-ethnicity/>