

CAPRI MADDOX
EXECUTIVE DIRECTOR

CITY OF LOS ANGELES
CALIFORNIA



ERIC GARCETTI
MAYOR

CIVIL + HUMAN RIGHTS AND
EQUITY DEPARTMENT

200 N. SPRING ST.
ROOM 1525 – CITY HALL
LOS ANGELES, CA 90012

(213) 978-1845

<https://civilandhumanrights.lacity.org>

April 21, 2021

Honorable Paul Krekorian, Chair
and Honorable Members of the
Budget and Finance Committee
c/o Mandy Morales, City Clerk
Room 395, City Hall
Los Angeles, CA 90012

**SUBJECT: COUNCIL FILE 21-0600 – CIVIL, HUMAN RIGHTS AND EQUITY
DEPARTMENT COMMENTS MAYOR’S FISCAL YEAR 2021-22 PROPOSED BUDGET**

Dear Chairman Krekorian & Honorable Councilmembers:

The Civil, Human Rights and Equity Department (CHRED) appreciates this opportunity to provide further feedback on the Mayor’s Fiscal Year 2021-22 Proposed Budget.

CHRED would like to thank Mayor Garcetti, the Mayor’s budget team, City Administrative Officer Richard Llewellyn, and the City Administrative Office’s budget team for working diligently to provide resources for this department. Your support will help allow CHRED to address discrimination, hate crimes, inequities, and level the playing field for our most vulnerable residents.

At this time, CHRED respectfully requests the Budget and Finance Committee to consider the following staffing requests:

CHRED requests the Budget and Finance Committee’s support for an additional budget appropriation of \$570,055 for nine-months funding and resolution authority for seven positions: one Assistant General Manager, at the Chief Management Analyst level; one Public Information Director I; one Special Investigator II; and four Special Investigator I positions. Funding this request will add an investigative unit to manage discrimination enforcement; and staff to assist with communications and media relations. These staffing resources are needed to provide the program oversight associated with discrimination

complaint processing, and outreach programs that address equity and justice issues within the City.

Requests:

A. One Assistant General Manager - Legal Position - \$142,710

Impact: To manage the Discrimination Enforcement Division, CHRED will need a well-versed legal expert with previous experience to handle the following needs: oversee the discrimination intake and investigation process; manage a Community Affairs Advocate, Special Investigators, Human Relations Advocates, and support staff in the legal division; track and monitor complaints; provide key updates to the Commission on Civil Rights, and provide strong legal support to the Executive Director.

B. One Public Information Director Position - \$80,962

Impact: To manage community relations, CHRED will need a director to plan, coordinate, and administer comprehensive public relations, marketing, speaking engagements, webinars, and community events; engage and interact with the media; assist the Executive Director with City Council and community requests; disseminate information; create press releases; and advise management of the potential public relations effect of proposed actions.

C. One Special Investigator II Position - \$84,000

Impact: To focus on more critical discrimination cases involving private commerce, education, employment, and housing, CHRED will need an experienced investigator to conduct potential violations of the Civil Rights Ordinance and supervise the four employees in the Special Investigator I class.

D. Four Special Investigator I Positions - \$261,898

Impact: To focus on managing discrimination complaints, CHRED will need specialized investigators to plan investigative strategies; interview complainants, witnesses, and alleged violators; prepare written and oral reports on findings; obtain evidence; and analyze documentary materials.

Since the beginning of the COVID-19 pandemic, hate crimes have soared nationally and in Los Angeles—for some groups, hate crimes increased by more than 100%. CHRED appreciates the City's dedication to equity and justice and also acknowledges that violence and discrimination continues to increase. For these reasons, CHRED is requesting the aforementioned changes to support its Discrimination Enforcement Division to fight this spiral of hate. CHRED is committed to reducing the prevalence of discriminatory practices, and is dedicated to the Mayor's goal of maintaining a livable and

Budget and Finance Committee

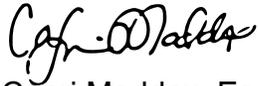
April 21, 2021

Page 3 of 3

sustainable city to celebrate the mosaic of diversity which will be supported by making investments in these key efforts.

Thank you for your consideration. I am available to answer questions at the budget hearings, but I am happy to talk with you or your staff at any time at (213) 978-1845.

Sincerely,

A handwritten signature in black ink, appearing to read "Capri Maddox". The signature is fluid and cursive, with the first name "Capri" and last name "Maddox" clearly distinguishable.

Capri Maddox, Esq.

Executive Director

Civil, Human Rights and Equity Department