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RAQUEL BELTRÁN
GENERAL MANAGER

March 8, 2022

Honorable John Lee, Chairperson

Honorable Members of the Arts, Parks, Health,
Education, and Neighborhoods Committee
c/o Office of the City Clerk
Room 395, City Hall
Los Angeles, CA 90012

SUBJECT: NEIGHBORHOOD COUNCIL

BACKGROUND: On August 11, 2020, the City Council approved [CF 20-0990](#) (Bonin/Koretz) instructing the Department of Neighborhood Empowerment (Department/EmpowerLA), in consultation and collaboration with the Civil +Human Rights and Equity Department (CHRED) to report back to City Council with a plan to implement mandatory diversity equity and inclusion training and anti-bias training for all members of the Los Angeles Neighborhood Councils. The motion was [amended on September 17, 2021](#) by the Health, Education, Neighborhoods and Parks Committee to include implementation of the Mayor's Executive Order No. 27 regarding racial equity in city government plans at the Neighborhood Council level, in consultation with the Board of Neighborhood Commissioners, the Commission on Civil Rights, and any relevant departments and commission. The motion was [amended on January 19, 2021](#) (Blumenfield/O'Farrell) to include gender expressions and gender in our response.

RECOMMENDATIONS:

1. Approve the Department of Neighborhood Empowerment's and CHRED's report and instruct the Departments to continue the implementation of mandatory diversity equity and inclusion training and anti-bias, gender expression and gender identity training for all members of Los Angeles Neighborhood Councils as described in this report.
2. Request the Office of the City Attorney, in consultation with the Department of Neighborhood Empowerment and any other relevant department, to prepare and present an Ordinance amending the Administrative Code to require neighborhood council board and committee members to complete the training on implicit bias developed for City employees in compliance with the Mayor's Executive Directive No. 27.
3. Request the Office of the City Attorney, in consultation with the Department of Neighborhood Empowerment and any other relevant department, to prepare and present an Ordinance authorizing the Department of Neighborhood Empowerment to promulgate all procedures, rules and regulations, as well as issue any directives or moratorium necessary for the resolution of any challenges to current and future required trainings for neighborhood councils.
4. Request the Office of the City Attorney, in consultation with the Department of Neighborhood Empowerment and any other relevant department, to prepare and present an Ordinance authorizing the Department to amend neighborhood council bylaws to ensure that the bylaws comply with this instruction, the Los Angeles Administrative code, or the Plan for a Citywide System of Neighborhood Councils.
5. Request the Office of the City Attorney, in consultation with the Department of Neighborhood Empowerment and any other relevant department, to prepare and present an Ordinance authorizing the Department to amend Neighborhood Council bylaws and to affix Neighborhood Council's bylaws amendments as necessary to promulgate any training procedures, rules or regulations promulgated by the Department.
6. The training rules and regulations shall take precedence over any inconsistent language in the Neighborhood Council's bylaws.
7. Request the Department of Neighborhood Empowerment and the Office of the City Clerk to provide a report describing the training currently provided to the Neighborhood Council System, and recommending what training, if any, that should also be made mandatory by Ordinance.

SUMMARY:

The Department took action to assess options for developing and implementing the requested mandatory trainings without additional resources. The City of Los Angeles Personnel Department concurrently researched and interviewed nationally acclaimed organizations and institutes with proven track records and expertise to provide programming adequate to implement Executive Directive #27 for City Departments, employees, and volunteers.

On January 21, 2021, Mayor Eric Garcetti announced the creation of the Anti-bias Learning for Employees (ABLE) initiative - a mandatory implicit bias training program for all City employees. Led by the Personnel Department, the ABLE training adapted the Kirwan Institute modules to deliver City of Los Angeles-specific content.

The ABLE training is now available on the City's Cornerstone training platform. Since neighborhood council mandatory trainings are also provided on the Cornerstone platform, the Department made the ALBE training accessible to neighborhood council leaders through their Cornerstone accounts assigned and funded by EmpowerLA.

The Department piloted self-regulation of the ABLE training. Once available on Cornerstone, neighborhood council boards were required to complete the training and report on action taken to ensure 100% completion of the training by March 1, 2022.

As of January 30, 2022, over 50% of NC leaders have completed the ABLE I training. EmpowerLA believes that without a clear directive from the City Council requiring the training and authorizing the Department to promulgate enforcement rules, it will be unlikely to achieve 100% compliance with all board members.

As it relates to gender expression and gender identity training, the Department partnered with the CHRED to retain the services of the University of Southern California's Center on Race and Equity to implement the gender / gender identity implicit bias training. Founded by Professor Shaun R. Harper, the Center's strength resides in its interdisciplinary network of experts on race and racism, people of color, immigration, and other essential equity dimensions.

The anticipated program with USC would provide for (1) implicit bias gender & gender identity training to NCs. The training will be provided in a format that is compatible with the City's current training portal, Cornerstone. This format will allow access while also providing the ability to track participation of NCs in this training. Additionally, the program would provide for (1) training session to EmpowerLA staff and selected neighborhood council leaders on implicit bias mitigation. Our target date for releasing this training is late June 2022.

Our report details our concerted effort to advance the City Council's intent as described in CF 20-0990. However, it is clear that achieving full compliance with City Council training or other City Council action or directives requires providing the Department with authority to carry out City Council courses of action.

FISCAL IMPACT:

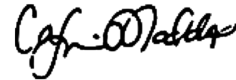
No fiscal impact with this report. Thank you for your review of this report.

The Department of Empowerment and the Civil + Human Rights and Equity Department appreciates the opportunity to present this report. We are available to answer any questions at your convenience.

Respectfully,



Raquel Beltran,
General Manager
Department of Neighborhood Empowerment



Capri Maddox,
General Manager
Civil, Human Rights,
and Equity Department