

ORDINANCE NO. _____

An ordinance adding a new Chapter 18 to the Division 19 of the Los Angeles Administrative Code to require all general managers to annually submit a Racial Equity Plan, and adding a new Section 22.1224 to Chapter 32 of Article 3 of the Los Angeles Administrative Code to establish the Racial Equity Task Force within the Civil, Human Rights and Equity Department.

WHEREAS, the City of Los Angeles has made considerable strides to address implicit bias and promote equity with the enactment of several policy measures, including Mayoral Executive Directive No. 27, issued on June 19, 2020;

WHEREAS, the City wishes to go further to address generational inequality and racism by focusing on actions and outcomes that will increase housing stability, create meaningful employment opportunities, and promote economic opportunity;

WHEREAS, the City must remain intentional in our collective efforts to create an inclusive and equitable Los Angeles, which requires the formalization of a policy agenda that leaves no community behind on the pathway towards economic recovery for all;

WHEREAS, consistent with these aims, the City must assess the policies and actions that exacerbate barriers to equal opportunity to better equip the City with the tools and expertise necessary to enact policies, implement programs, and deliver services that are equitable to all; and

WHEREAS, the City Council finds and declares that this ordinance will promote the general welfare of the residents of the City of Los Angeles by requiring that all departments assess and develop policies, programs, and services to enhance diversity and equal opportunity.

NOW, THEREFORE,

**THE PEOPLE OF THE CITY OF LOS ANGELES
DO ORDAIN AS FOLLOWS:**

Section 1. A new Chapter 18 is added to the Division 19 of the Los Angeles Administrative Code to read as follows:

CHAPTER 18

RACIAL EQUITY

Sec. 19.180. Racial Equity Plans, Goals, and Officers.

The General Manager of each department and bureau created by Charter or by ordinance shall do the following:

(a) Submit to the City Council, no later than the start of each fiscal year, a Racial Equity Plan and each year thereafter an updated Racial Equity Plan, which includes, at a minimum, the following components:

(1) A review of all pertinent departmental functions, including, but not limited to, recruitment, hiring, training, retention, promotion, and contracting. This review must include discussion of the efforts the department will make, within specified timelines, to attract, promote, or hire from a diverse pool of qualified candidates.

(2) A list of equity indicators specific to the department and a description of how the department will develop reliable data to track progress on racial equity.

(3) A commitment to provide an inclusive work environment that promotes fairness and equal participation at all levels.

(4) A commitment to ensure that any and all benefits contained in the Racial Equity Plan be generally available to all.

(5) Identification of at least one goal each fiscal year focused on strengthening organizational capacity for cultural competency and on operational planning to reduce racial stigma, inequality, and implicit bias within their respective department.

(6) To promote diversity, it is encouraged that a Racial Equity Plan consider a wide range of factors, including, but not limited to, adversities overcome, first-generation graduate or worker status, neighborhood demographics and circumstances, the ability to contribute to a diverse working environment, and leadership potential. A department shall not differentiate or give preferential treatment to a recruit, employee, or proposed contractor on the basis of their race, sex, color, ethnicity, or national origin.

(b) Designate a Racial Equity Officer, whose annual work plan shall be made publicly available on the applicable City website to ensure transparency and accountability.

Sec. 2. A new Section 22.1224 is added to Chapter 32 of Article 3 of the Los Angeles Administrative Code to read as follows:

Sec. 22.1224. Racial Equity Task Force.

Establishment. There is hereby established, within the Department, a Racial Equity Task Force, which shall have the following responsibilities:

(a) Collect and assess data on an annual basis across City departments to track outcomes related to racial equity.

(b) Post non-personally identifiable data on a publicly accessible online platform created by the Department, in coordination with the Mayor's Office, to ensure transparency and accountability.

(c) Present findings, on an annual basis, to the City Council.

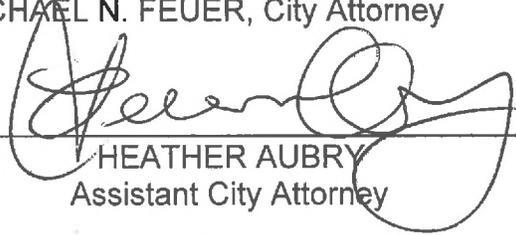
Sec. 3. **SEVERABILITY.** If any provision of this ordinance is found to be unconstitutional or otherwise invalid by any court of competent jurisdiction, that invalidity shall not affect the remaining provisions of this ordinance which can be implemented without the invalid provisions, and to this end, the provisions of this ordinance are declared to be severable. The City Council hereby declares that it would have adopted this ordinance and each provision thereof irrespective of whether any one or more provisions are found invalid, unconstitutional or otherwise unenforceable.

Sec. 4. The City Clerk shall certify to the passage of this ordinance and have it published in accordance with Council policy, either in a daily newspaper circulated in the City of Los Angeles or by posting for ten days in three public places in the City of Los Angeles: one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall; one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall East; and one copy on the bulletin board located at the Temple Street entrance to the Los Angeles County Hall of Records.

Approved as to Form and Legality

MICHAEL N. FEUER, City Attorney

By



HEATHER AUBRY
Assistant City Attorney

Date 3-15-22

File No. 21-0702

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The Clerk of the City of Los Angeles hereby certifies that the foregoing ordinance was passed by the Council of the City of Los Angeles.

CITY CLERK

MAYOR

Ordinance Passed _____

Approved _____