



MICHAEL N. FEUER
CITY ATTORNEY

REPORT NO. R 22 - 0081
MAR 17 2022

REPORT RE:

**DRAFT ORDINANCE ADDING A NEW CHAPTER 18 TO DIVISION 19
OF THE LOS ANGELES ADMINISTRATIVE CODE TO REQUIRE GENERAL
MANAGERS TO ANNUALLY SUBMIT A RACIAL EQUITY PLAN AND ADDING
A NEW SECTION 22.1224 TO CHAPTER 32 OF ARTICLE 3 OF THE
ADMINISTRATIVE CODE TO ESTABLISH A RACIAL EQUITY TASK FORCE
WITHIN THE CIVIL, HUMAN RIGHTS AND EQUITY DEPARTMENT**

The Honorable City Council
of the City of Los Angeles
Room 395, City Hall
200 North Spring Street
Los Angeles, California 90012

Council File No. 21-0702

Honorable Members:

Pursuant to your request, this Office has prepared and now transmits for your consideration the enclosed draft ordinance, approved as to form and legality, to strengthen Mayoral Executive Directive No. 27 by: (1) establishing a Racial Equity Task Force within the Civil, Human Rights and Equity Department; (2) requiring all City General Managers to annually submit a Racial Equity Plan to the City Council; and (3) requiring all General Managers to designate a Racial Equity Officer.

The draft ordinance includes the following key provisions:

The draft ordinance adds a new Chapter 18 ("Racial Equity") to Division 19 of the Los Angeles Administrative Code to require each General Manager to submit to the City Council, no later than the start of each fiscal year, a Racial Equity Plan with several components, including:

- Review of efforts to attract, hire, and promote from a diverse pool of qualified candidates
- Description of how the department will develop reliable data to track progress on racial equity
- Commitment to provide an inclusive work environment that promotes fairness and equal participation
- Commitment to ensuring that any and all benefits contained in the Racial Equity Plan be generally available to all
- Identification of at least one goal each year to reduce racial stigma, inequality, and implicit bias within their respective department.

The draft ordinance adds a new Section 22.1224 to Chapter 32 of Article 3 of the Los Angeles Administrative Code to establish, within the Civil, Human Rights and Equity Department, a Racial Equity Task Force, which will be responsible for collecting, assessing and publicly posting data across all City departments related to racial equity, and presenting findings, on an annual basis, to the City Council.

Council Rule 38 Referral

A copy of the draft ordinance was sent, pursuant to Council Rule 38, to the Civil, Human Rights and Equity Department, the Office of the Mayor, the City Administrative Officer and Chief Legislative Analyst with a request that all comments, if any, be presented directly to the City Council when this matter is considered.

If you have any questions regarding this matter, please contact Assistant City Attorney Heather Aubry at (213) 978-8100. She or another member of this Office will be available when you consider this matter to answer questions you may have.

Sincerely,

MICHAEL N. FEUER, City Attorney

By 

DAVID MICHAELSON
Chief Assistant City Attorney

DM:HA:pj
Transmittal