

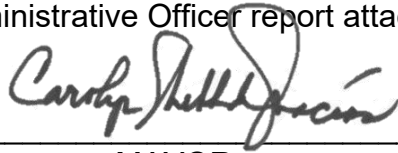
0130-02122-0001

TRANSMITTAL

TO The Council	DATE 05/28/2025	COUNCIL FILE NO. 22-0417
FROM The Mayor	COUNCIL DISTRICT --	

2021 Collaborative Approaches towards Preventing and Addressing Hate Crime Grant Program - Extension and Budget Modification

Transmitted for further processing. See the City Administrative Officer report attached.



MAYOR

(Carolyn Webb de Macias for)

MWS: EFR:LMP:04250112

REPORT FROM

OFFICE OF THE CITY ADMINISTRATIVE OFFICER

Date: May 5, 2025

CAO File No. 0130-02122-0001

Council File No. 22-0417

Council District: --

To: The Mayor

From: 
Matthew W. Szabo, City Administrative Officer

Reference: Board of Police Commissioners Transmittal dated April 11, 2025; referred for report on April 14, 2025

Subject: **2021 COLLABORATIVE APPROACHES TOWARDS PREVENTING AND ADDRESSING HATE CRIME GRANT PROGRAM - EXTENSION AND BUDGET MODIFICATION**

RECOMMENDATIONS

That the Council, subject to approval of the Mayor:

1. Authorize the Chief of Police or his designee to:
 - a. Accept the United States Department of Justice, Office of Justice Program's approval of a no-cost extension for the 2021 Collaborative Approaches Towards Preventing and Addressing Hate Crime Program (Hate Crime) grant, extending the award period from October 1, 2021 through September 30, 2024, to October 1, 2021 through September 30, 2025;
 - b. Amend and execute Contract No. 141545 with Justice & Security Strategies, Inc. (JSS), a subrecipient agency, for the provision of grant research partner services, subject to the review and approval of the City Attorney as to form;
 - c. Negotiate and execute a Professional Services Agreement with a selected vendor for a term within the applicable grant performance period, for a sum not to exceed \$38,475, and/or such additional amounts as may be subsequently approved by the grant, for the provision of creation and development of a virtual Hate Crime Training Course, subject to the review and approval of the City Attorney as to form;
 - d. Negotiate and execute a Professional Services Agreement with a selected vendor(s) for a term within the applicable grant performance period, for a sum not to exceed \$75,000, and/or such additional amounts as may be subsequently approved by the grant, for the provision of website development to update the Police Department's website to improve presentation of Hate Crime to the community, subject to the review and approval of the City Attorney as to form; and,

2. Authorize the Los Angeles Police Department to:

- a. Transfer funds totaling \$229,699 within the 2021 Hate Crime grant, approved by the United States Department of Justice, Office of Justice Programs (OJP), as follows:

Category	Current Budget	Change	New Budget
Personnel	\$ 245,995	\$ 3,925	\$ 249,920
Fringe Benefits	20,255	3,337	23,592
Travel	21,878	(1,142)	20,736
Equipment	10,000	(10,000)	0
Supplies	187,097	(149,657)	37,440
Sub-awards	229,208	158,962	388,170
Procurement	50,000	63,475	113,475
Other	68,900	(68,900)	0
Total	\$ 833,333	\$ 0	\$ 833,333

- b. Prepare Controller instructions for any technical adjustments, subject to the approval of the City Administrative Officer, and authorize the Controller to implement the instructions; and,

3. Authorize the Controller to transfer appropriations as follows:

TRANSFER FROM:

<u>Fund/Dept. No.</u>	<u>Account No.</u>	<u>Account Name</u>	<u>Amount</u>
100/70	001090	Overtime General	\$49,947.62
339/70	70W574	Hate Crime Grant	\$ 7,262.00

TRANSFER TO:

<u>Fund/Dept. No.</u>	<u>Account No.</u>	<u>Account Name</u>	<u>Amount</u>
100/70	001092	Overtime Sworn	\$53,872.62
100/70	70A299	Fringe Benefits	\$ 3,337.00

SUMMARY

The Los Angeles Police Department (LAPD) is seeking approval to accept a one-year no-cost extension and budget modification of the total grant award of \$833,333 for the 2021 Hate Crime grant, approved by the United States Department of Justice, Office of Justice Programs. The new grant performance period is extended by one year, from September 30, 2024 through September 30, 2025.

BACKGROUND

The LAPD was awarded the FY 2021 Hate Crime grant to address the rising incidence of hate crimes through a comprehensive strategy that includes public outreach and education, victim

support, education for agency staff, and collaboration with partner organizations. However, the implementation of the program was delayed until December 2023 due to the lengthy City acceptance process and the Bureau of Justice Assistance's requirement to review and approve a strategic plan. The 12-month no-cost grant extension will allow the Department to fully utilize the grant funds and implement the strategic plan for addressing hate crimes within a compressed timeline. Additionally, the budget modification will enable the Department to leverage contracted services to achieve the grant's goals despite the ongoing staffing challenges. The grant has no matching requirement. Justice and Security Strategies, Inc. (JSS), a nationally-recognized law enforcement and public safety research consultant and designated as a grant sub-awardee, will dedicate its resources to community data collection, while the Department focuses on training and development to enhance hate crime coordination, data collection, and prosecution efforts. Amendment of the JSS's contract will allow the Department and JSS to complete the strategic plan for this grant.

FISCAL IMPACT STATEMENT

Approval of the recommendations within this report will have no additional impact to the General Fund and will allow for the expenditure of the 2021 Collaborative Approaches towards Preventing and Addressing Hate Crime (Hate Crime) Grant award totaling \$833,333 from the United States Department of Justice, Office of Justice Programs. No matching funds are required for this grant.

FINANCIAL POLICIES STATEMENT

The recommendations in this report are in compliance with the City's Financial Policies in that, to the extent possible, all grant funds will be utilized for grant-eligible activities.

MWS:EFR:LMP:04250112

Attachment

LOS ANGELES POLICE COMMISSION



KAREN BASS
MAYOR

**BOARD OF
POLICE COMMISSIONERS**

DR. ERROLL G. SOUTHERS
PRESIDENT

RASHA GERGES SHIELDS
VICE PRESIDENT

MARIA LOU CALANCHE
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DJANGO SIBLEY
EXECUTIVE DIRECTOR

MATTHEW J. BARRAGAN
INSPECTOR GENERAL

EXECUTIVE OFFICE
POLICE ADMINISTRATION BUILDING
100 WEST FIRST STREET, SUITE 134
LOS ANGELES, CA 90012-4112

(213) 236-1400 PHONE
(213) 236-1410 FAX
(213) 236-1440 TDD

April 11, 2025

BPC #25-074

The Honorable Karen Bass
Mayor, City of Los Angeles
City Hall, Room 303
Los Angeles, CA 90012

Dear Honorable Mayor:

RE: 2021 COLLABORATIVE APPROACHES TOWARDS PREVENTING AND ADDRESSING HATE CRIME PROGRAM, CITY COUNCIL FILE NO. 22-0417.

At the regular meeting of the Board of Police Commissioners held Tuesday, April 8, 2025, the Board APPROVED the Department's report relative to the above matter.

This matter is being forwarded to you for approval.

Respectfully,

BOARD OF POLICE COMMISSIONERS

REBECCA MUNOZ
Commission Executive Assistant

Attachment

c: Chief of Police

INTRADEPARTMENTAL CORRESPONDENCE

DS 3/20/25
25-074

March 24, 2025
1.14

TO: The Honorable Board of Police Commissioners

FROM: Chief of Police

SUBJECT: REQUEST FOR APPROVAL OF EXTENSION AND CONTRACT AMENDMENT FOR THE FY 2021 COLLABORATIVE APPROACHES TOWARDS PREVENTING AND ADDRESSING HATE CRIME PROGRAM (COUNCIL FILE #22-0417)

RECOMMENDED ACTIONS

1. That the Board of Police Commissioners (Board) REVIEW and APPROVE this report.
2. That the Board TRANSMIT the attached grant modifications, pursuant to Administrative Code Section 14.8(b), to the Mayor, Office of the City Administrative Officer (CAO), Office of the Chief Legislative Analyst and to the City Clerk for Committee and City Council consideration.
3. That the Board REQUEST the Mayor and City Council to:
 - A. AUTHORIZE the Chief of Police or his designee to ACCEPT the one-year no-cost time extension for the FY 2021 Collaborative Approaches Towards Preventing and Addressing Hate Crime Program (Hate Crime) grant from the United States (US) Department of Justice (DOJ), Office of Justice Programs (OJP), extending the award period from October 1, 2021 - September 30, 2024 to October 1, 2021 – September 30, 2025;
 - B. AUTHORIZE the Chief of Police, or his designee, to amend and execute Contract # 141545 with Justice & Security Strategies, Inc. (JSS), subject to the approval of the City Attorney as to form and legality;
 - C. AUTHORIZE the Chief of Police, or his designee, to negotiate and execute Professional Services Agreement(s) with a selected vendor for a term within the applicable grant performance period, for a sum not to exceed \$38,475, and/or such additional amounts as may be subsequently approved by the grant, for the provision of creation and development of a virtual Hate Crime Training Course, subject to the approval of the City Attorney as to form and legality;
 - D. AUTHORIZE the Chief of Police, or his designee, to negotiate and execute Professional Services Agreements with a selected vendor(s) for a term within the applicable grant performance period, for a sum not to exceed \$75,000, and/or such additional amounts as may be subsequently approved by the grant, for the provision of website development to

update the Department’s website to improve presentation of Hate Crime to the community, subject to approval of the City Attorney as to form and legality;

- E. AUTHORIZE the Los Angeles Police Department (LAPD) to transfer funds totaling \$229,699 within the 2021 Hate Crime grant, approved by the United States Department of Justice, Office of Justice Programs as follows:

<u>Category</u>	<u>Current Budget</u>	<u>Change</u>	<u>New Budget</u>
Personnel	\$ 245,995	\$ 3,925	\$ 249,920
Fringe Benefits	20,255	3,337	23,592
Travel	21,878	(1,142)	20,736
Equipment	10,000	(10,000)	0
Supplies	187,097	(149,657)	37,440
SubAwards	229,208	158,962	388,170
Procurement	50,000	63,475	113,475
Other	68,900	(68,900)	0
Total	\$ 833,333	\$ 0	\$ 833,333

- F. AUTHORIZE the LAPD to prepare Controller instructions for any technical adjustments as necessary to implement Mayor and Council intentions, subject to the approval of the CAO, and AUTHORIZE the Controller to implement the instructions; and

- G. AUTHORIZE the Controller to transfer appropriations as follows:

TRANSFER FROM:

<u>Fund/Dept. No.</u>	<u>Account No.</u>	<u>Account Name</u>	<u>Amount</u>
100/70	001090	Civilian Overtime	\$49,947.62
339/70	70W574	Hate Crime Grant	\$7,262

TRANSFER TO:

<u>Fund/Dept. No.</u>	<u>Account No.</u>	<u>Account Name</u>	<u>Amount</u>
100/70	001092	Sworn Overtime	\$53,872.62
100/70	70A299	Fringe Benefits	\$3,337

DISCUSSION

The LAPD was awarded the FY 2021 Hate Crime grant to develop a response to the increasing issue of hate crimes with a comprehensive approach including outreach to and education of the public, victims, agency staff, and partners. Due to the lengthy City acceptance process, and OJP’s Bureau of Justice Assistance requirement to review and approve a strategic plan, LAPD was not able to start implementing the program until December 2023. The LAPD is seeking a DOJ approved one-year no-cost extension and budget modification to fully utilize grant funds and implement the strategic plan for addressing hate crimes on a compressed timeline.

The Honorable Board of Police Commissioners

Page 3

1.14

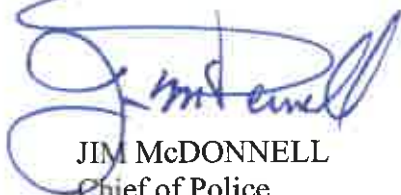
The budget modification allows LAPD to utilize contracts to accomplish the various goals for the grant as a result of the compressed timeline and continual staffing challenges the Department continues to experience.

Subawardee Justice and Security Strategies, Inc. (JSS) will use the additional resources to focus on gathering data from the community while LAPD focuses on training development to improve coordination of hate crime data, data collection, and prosecution.

Amendment of sub-recipient JSS's contract will allow LAPD and JSS to complete the strategic plan for this grant as planned.

If you have any questions, please contact Senior Management Analyst Barbra Montesquieu, Grants Section, Office of Constitutional Policing and Policy at (213) 486-0380.

Respectfully,



JIM McDONNELL
Chief of Police

Attachments

**BOARD OF
POLICE COMMISSIONERS**
Approved *April 8, 2025*
Secretary *Rebecca Munoz*

DOROTHY RUSSO

From: do-not-reply@usdoj.gov
Sent: Thursday, November 7, 2024 7:14 AM
To: DOROTHY RUSSO; Letha.Bell@usdoj.gov; Grants; DOROTHY RUSSO
Subject: Grant Award Modification for an award from DOJ is Approved

ATTENTION: This email originated outside of LAPD. Do not click on links or open attachments unless you recognize the sender and know the content is safe.



JUSTgrants
JUSTICE GRANTS SYSTEM

The request for a Budget Modification grant award modification, GAM-597797, for award number 15PBJA-21-GG-02973-MUMU under the solicitation *BJA FY 21 Collaborative Approaches towards Preventing and Addressing Hate— Demonstration Projects* is approved.
Please log into DOJ's JustGrants system at [JustGrants](https://www.justgrants.usdoj.gov).

For more information go to www.justicegrants.usdoj.gov
JustGrants is operated under the U.S. Department of Justice

After experiencing multiple delays in project implementation, LAPD is requesting this budget modification to implement the program on a compressed timeline. This modification will not change the scope of the project, but will allow for project completion in a shorter time period.

Changes are being requested in all categories to account for increased costs, but the biggest impact will be the elimination of Other costs to allow the Department to utilize our subawardee’s (Justice and Securities Strategies, Inc (JSS)) expertise in data gathering and connecting with the community.

The following changes are being requested:

Category	Original Budget	Revised Budget	Changes
Personnel	\$245,995	\$249,920	\$3,925
Fringe Benefits	\$20,255.35	\$23,593	\$3,337.65
Travel	\$21,878	\$20,736	(\$1,142)
Equipment	\$10,000.02	\$0	(\$10,000.02)
Supplies	\$187,097	\$37,440	(\$149,657)
SubAwards	\$229,208	\$388,170	\$158,962
Procurement Contracts	\$50,000	\$113,475	\$63,475
Other Costs	\$68,900	\$0	(\$68,900)

LAPD is eliminating Equipment, Other costs, and reducing its supplies budget in order to increase the grant amount to SubAwardee, JSS. The elimination and/or reduction of these categories will allow the Department to utilize JSS to do more interactive data gathering, meet with community members, and have consultants dedicated to this project so that accelerated progress can be made in gathering data from the community, work with a vendor to revamp the Department’s website so that Hate Crime can be more easily reported , work with another vendor to develop an app based training course and at the same time allow the Department to focus on the various training aspects to improve coordination of hate crime data, hate crime data collection, and prosecution.

DOROTHY RUSSO

From: do-not-reply@usdoj.gov
Sent: Tuesday, June 25, 2024 7:16 AM
To: DOROTHY RUSSO; Letha.Bell@usdoj.gov; Grants; n3371@lapd.online
Subject: Grant Award Modification for an award from DOJ is Approved

ATTENTION: This email originated outside of LAPD. Do not click on links or open attachments unless you recognize the sender and know the content is safe.



JUSTgrants
JUSTICE GRANTS SYSTEM

The request for a grant award modification, GAM-587978, for award number 15PBJA-21-GG-02973-MUMU under the solicitation *BJA FY 21 Collaborative Approaches towards Preventing and Addressing Hate— Demonstration Projects* is approved.

Please log into DOJ's JustGrants system at [JustGrants](https://www.justgrants.usdoj.gov).

For more information go to www.justicegrants.usdoj.gov
JustGrants is operated under the U.S. Department of Justice

GRANT AWARD MODIFICATION
PROJECT PERIOD EXTENSION REQUEST (GAM-587978)

15BJA-21-GG-02973-MUMU

Preventing and Addressing Anti-Asian Hate Crime:

A Demonstration Project in Los Angeles

The Los Angeles Police Department is requesting a project period extension of twelve months, extending the grant end date to September 30, 2025. The no-cost extension will not change the scope of the project. Due to delays in approvals and in the City's grant acceptance process, the program could not be fully implemented as was originally stated in the grant application. With a fully executed subrecipient agreement with Justice and Security Strategies, Inc. (JSS) on December 2023, JSS has started coordinating the development of the strategic plan with the Anti-Asian Hate Crime working group. The grant extension will allow sufficient time for the implementation phase of the strategic plan.

The current unobligated balance of this grant is: \$817,914.99.

Please see attached revised timeline.

I have attached the Strategic Plan that was developed to achieve the goals set for this grant that will give more details as to the steps we took, and the steps we intend to take and deliverables we expect to have and when. The last page, indicates the quarter periods starting with January (i.e. Q1 - Jan - Mar).

Preventing and Addressing Anti-Asian Hate Crime: Timeline for Goals and Activities, 2024-2025

	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Q3 2025
Goal 1: Develop and write Anti-Asian Hate Crime Strategic Plan	Initial research: Review census data, websites, training curricula, LAPD interviews	Write, review, revise and complete strategic plan Deliverable: Anti-Asian Hate Crime Strategic Plan					
Goal 2: Improve collection and presentation off anti-Asian hate crime data		Examine definitions Protocol development	Data & process collection & analysis	Deliverables: Data summary LAPD hate crime protocol narrative¹			
Goal 3: Improve police training and education	Discuss current training with internal trainer	Initial training revision	Initial training revision Assessment development Train trainers	Pilot and assess training	Revise training Deliverable: Training curriculum	Deliver training	Deliver training
Goal 3: Improve police training and education	Expand training for entire department		Initial training development	Initial training development Develop assessment	Train trainers Deliverable: Draft Training curriculum	Pilot and assess training	Revise training Deliverable: Final Training curriculum
Goal 4: Improve public education (include community experiences & perspectives)	Involve the community	Protocol development	Community interviews Analysis	Deliverables: Data summary Experiential case studies			
Goal 5: Enhance understanding of investigations and prosecutions of hate crime	Work with the Los Angeles County District Attorney and Los Angeles City Attorney		Initial meetings with LADA and LACA Develop interview protocol	Conduct LADA and LACA interviews Write up ways to improve prosecution	Analysis Deliverable: Summary of findings		



Justice & Security Strategies, Inc. *Moving Organizations Forward*

**Preventing and Addressing Anti-Asian Hate Crime:
A Demonstration Project in Los Angeles
Strategic Plan**

May 2024

This project was supported by Award No. 15PBJA-21-GG-02973-MUMU awarded by the Bureau of Justice Assistance, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this publication/ program/exhibition are those of the author(s) and do not necessarily reflect those of the Department of Justice.

Preventing and Addressing Anti-Asian Hate Crime: A Demonstration Project in Los Angeles Strategic Plan

Introduction

In October 2021 the Los Angeles Police Department (LAPD) was awarded a grant by the Bureau of Justice Assistance (BJA) to address and prevent anti-Asian hate crime. The grant includes five major goals, including: 1) developing and implementing a strategic plan; 2) improving the collection of anti-Asian hate crime data; 3) improving training and education of the police; 4) improving public education and knowledge of anti-Asian hate crime; and 5) enhancing investigations and prosecutions of offenders. To fulfill the first goal and to assist in this effort, Justice & Security Strategies, Inc. (JSS) serves as the research partner to the LAPD. JSS is responsible for writing this strategic plan, facilitating the implementation of the plan, and evaluating the work of the Department and its interactions with the community.

Ultimately, the project seeks to improve the coordination of anti-Asian hate crime responses in Los Angeles. The LAPD will bring together key stakeholders, build mutual trust, and develop an understanding about the capacity of Asian organizations to support each other and victims. The project will improve training and public education and identify community resources LAPD can use to support victims. The LAPD will work collaboratively with community groups to overcome definitional issues regarding hate crime and hate incidents.

The strategic plan is intended to provide a road map for the LAPD as it strives to accomplish the goals of the project. Prior to his departure from the Department in December 2023, Chief Michel Moore said that the anti-Asian hate crime initiative should be Department-wide. He stressed that the Office of Operations (patrol and traffic), Training Bureau, and Detective Bureau be involved with the project. As such, representatives of those internal entities provided input for this plan and are included in implementing the initiative.

To build the plan, JSS researchers examined census data, reviewed websites of the LAPD, criminal justice agencies, and community organizations, conducted interviews with LAPD personnel, and reviewed training curricula. As part of the plan, the JSS team linked goals to milestones, deliverables, and timelines for the LAPD and community organizations. While the focus for this plan is on anti-Asian hate crime, it can serve as a model for hate crimes that affect the broader Los Angeles area, including by gender, race/ethnicity, religion, or sexual orientation.

This plan is divided into five major sections: 1) Background; 2) Targeted Problems; 3) Methods and Plan Development; 4) Project Goals; and 5) Project Details, Milestones, Timeline, and Deliverables.

Background

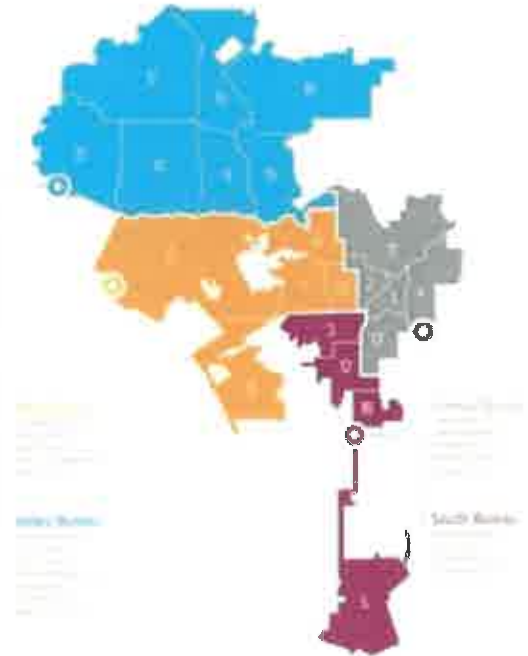
Los Angeles, California is the second largest city in the United States with a population of nearly four million residents distributed over 472 square miles. The Los Angeles Police Department (LAPD) is the third largest police force in the US with about 8,800 sworn and 2,400 civilian employees. Interim Chief Dominic Choi oversees the department that is divided into 21 separate patrol divisions, organized into four bureaus, which cover the service area.

Of the four million L.A. residents, about 480,000 are of Asian descent or Asian American, representing nearly 12% of the population. Based on data from the U.S. Census, the largest Asian ethnic groups include Filipinos (3.2%) and Koreans (2.9%). Chinese people, who account for 1.8% of the city's population live in Chinatown but are also spread out in the city. Both Thaitown and Chinatown are home to many Thais and Cambodians in Los Angeles, while Japanese people make up 0.9% of the population and live primarily in Little Tokyo in downtown Los Angeles and the Sawtelle area of West L.A.

By using census data, we are able to be more specific about L.A. neighborhoods and enclaves where Asian people live. As of 2019, the neighborhoods with the highest percentage of persons of Asian descent include census tract 2071.03 which encompasses much of Chinatown (81%), and census tracts 2118.04 (71%) and 2118.03 (70%) which are sections of Koreatown. Additionally, the neighborhoods with the highest numbers of Asians include census tract 2653.01 which encompasses much of the UCLA campus (4,833), census tract 1082.02, a section of the Porter Ranch area (3,607), and census tract 2118.03, another section of Koreatown (2,586).

Targeted Problems

Anti-Asian hate incidents and crimes have risen sharply since the spring of 2020. The COVID-19 pandemic, which first ravaged China, became entangled in disparaging, racially charged rhetoric in the U.S. This situation led to an increase in the number of anti-Asian incidents as people sought to place blame on someone for the shutdown of the world. Anti-Asian hate



reached an apex in March 2021 when a shooter murdered eight people, six of whom were Asian women, at three spas in the Atlanta suburbs.

Because Los Angeles has the second largest Asian population in the country¹, the increase in anti-Asian hate incidents and crime reverberated throughout the community. Though numbers of incidents reported to the police appear small, the impacts on fear were significant. In Los Angeles, the number of anti-Asian hate crimes increased from 14 in 2019 to 24 in 2020, a 71.4% change. Asian American community leaders suspect underreporting is prevalent and independent national data support this belief.

Defining Anti-Asian Hate Incidents and Crimes.

A major issue for law enforcement and community groups is the definition of hate crime and hate incidents. The primary difficulty lies in distinguishing between a crime and an incident. In California, the Attorney General defines these as follows²:

A **hate crime** is a crime against a person, group, or property motivated by the victim's real or perceived protected social group. You may be the victim of a hate crime if you have been targeted because of your actual or perceived: (1) disability, (2) gender, (3) nationality, (4) race or ethnicity, (5) religion, (6) sexual orientation, and (7) association with a person or group with one or more of these actual or perceived characteristics. Hate crimes are serious crimes that may result in imprisonment or jail time.

A **hate incident** is an action or behavior motivated by hate but which, for one or more reasons, is not a crime. Examples of hate incidents include:

- Name-calling
- Insults
- Displaying hate material on your own property.
- Posting hate material that does not result in property damage.
- Distribution of materials with hate messages in public places.

In addition, the California Attorney General's website indicates that the U.S. Constitution allows hate speech as long as it does not interfere with the civil rights of others.

Methods and Plan Development

The LAPD Anti-Asian Hate Crime Team. To aid in the planning and implementation of the strategic plan, the LAPD Anti-Asian Hate Crime Team was established. It includes the following individuals:

Deputy Chief Alan Hamilton, Detective Bureau

¹ https://en.wikipedia.org/wiki/List_of_U.S._communities_with_Asian-American_majority_populations. New York City has the highest number.

² <https://oag.ca.gov/hatecrimes>

Commander Jonathan Tom, West Bureau
Captain Christopher Zine, Training Division
Lt. Jennie Wong, Training Division
Detective Craig Marquez, Training Division
Detective Orlando Martinez, Hate Crime Coordinator, Robbery-Homicide Division
Detective Young Pak, Detective Bureau
Reserve Officer Ben Pak
Dr. Craig Uchida, President, JSS
Dr. Anne Kringen, Senior Police Training Advisor, JSS
Ms. Jessica Frantz, Research Associate, JSS

Policing Anti-Asian Hate: The LAPD

To better understand LAPD's public-facing resources on anti-Asian hate crimes, JSS examined the LAPD website. The department maintains a dedicated hate crime webpage, providing a comprehensive resource hub for individuals seeking information and materials related to hate crimes. These resources include human resource cards, brochures, educational materials, reporting procedures, statistics, and support services. The human resource cards and brochures are provided in multiple languages to ensure accessibility.

JSS conducted six interviews about hate crime processes with a diverse range of LAPD members, including detectives and training instructors. Snowball sampling was utilized, and in February and March 2024, JSS conducted in-depth individual interviews via Zoom. The interviews were semi-structured, providing interviewers with the flexibility to delve deeper into the topics raised by the interviewees. The questions covered a range of topics, including individuals' backgrounds, their participation in hate crime training and training overall in LAPD, and their involvement in community relations.

Through the interviews, JSS confirmed that LAPD manages hate crimes with a hate crimes coordinator and other investigators working hate crimes in each of the 21 area stations. Community groups and organizations, including the diverse Asian community, continue to express concerns about hate crimes and hate incidents. Interactions between law enforcement and community about hate crimes/incidents may not meet community expectations and may increase social distance between law enforcement and community. This may be because the discussion, despite being factually correct, focuses on the legal aspects of hate crime rather than community perceptions of hate which can undermine perceptions of procedural justice.

Next, JSS reviewed LAPD police academy curriculum pertaining to hate crimes. Currently, the LAPD academy curriculum includes twelve (12) hours dedicated to educating recruits on the legal framework for hate crimes, distinguishing non-criminal acts as hate incidents, and comprehending the repercussions of such crimes on victims and communities.

Table 1: LAPD Academy Courses Related to Hate Crimes

Course	Total Hours
Hate Crimes: Cultural Diversity/Discrimination	2
Introduction to Hate Crimes	1
Museum of Tolerance	6
Procedural Justice and History	2
Procedural Justice, History, and LGBT	1

LAPD already has a variety of trainings about procedural justice which are also relevant to this issue. Procedural justice is made up of: (1) voice in process, (2) fairness, (3) transparency, and (4) impartial decision making. Voice in process is likely the most important aspect of procedural justice when thinking about hate crime/incident interactions between LAPD and community as the community’s perception that LAPD has heard their concerns related to hate reflects the sense that the community has voice in the process.

Community Responses to Anti-Asian Hate

JSS searched for community organizations and resources regarding anti-Asian hate crime via organizational websites and social media platforms. The process involved searching with Google using keywords such as "Hate Crime" and "Los Angeles," "Los Angeles Police Department," "Anti-Asian Hate Crime," with the search restricted to materials since 2020. Throughout this process, JSS compiled contact information to identify potential stakeholders, especially within local community organizations. Table 2 shows the number of national and local organizations that were identified through the search.

Table 2: Community Organizations Identified

Type of organization	Count
National	12
Local	34

JSS found 46 potential organizations dedicated to mobilizing resources, expertise, and collective action towards specific objectives involving Asian communities or hate crimes (although not necessarily anti-Asian hate crime), such as educating and empowering communities. From these organizations, 42 unique contacts were discovered. Of the local organizations, JSS identified nine local organizations in the Los Angeles area dedicated to combating anti-Asian hate crimes. These organizations all had websites and social media platforms that offered resources tailored to the needs of various communities and ethnicities.

Most of these organizations provide a diverse array of resources, including reporting channels, legal procedure materials, statistics, educational materials, campaigns, and webinars (Table 3). Additionally, at least five out of the nine organizations offer confidential reporting portals for individuals to report either hate crimes or hate incidents.

Table 3: Community Organization Materials

Resources	Count
Reporting Channels	5
Webinar	1
Legal Procedure Materials	2
Statistics	2
Educational Material	8
Campaign	2

Review of the materials indicate that community groups participate in the process of hate crime/incident response by providing a variety of resources for community members to address hate crimes and incidents.

Training involving both LAPD and community groups may help create mutual understanding fostering better partnerships and building cultural awareness. LAPD may then leverage these partnerships to assist community members with hate incidents where no formal law enforcement response is possible thereby involving community organizations and increasing perceptions of procedural justice.

Anti-Asian Hate Crime in Los Angeles: Project goals

The overarching goal of this project is to improve the coordination of the anti-Asian hate crime response in Los Angeles.

This will be accomplished by making use of existing LAPD resources and expanding those resources by working with community groups involved in anti-Asian hate crime and with prosecutors involved in prosecuting anti-Asian hate crime.

The foundation for this effort is to clearly define and articulate not only the legal definition of hate crime/incidents, but also the perspective of the community when a crime/incident occurs. Community organizations and individuals can play important roles in training by including their first-person stories and perspectives about a hate crime or hate incident. Understanding these perspectives can result in measurable increases in trust and mutual understanding which will improve the overall anti-Asian hate crime response in Los Angeles.

This goal will be achieved through completion of the four following project goals:

- (1) Improve collection and presentation of anti-Asian hate crime data
- (2) Improve police training and education
- (3) Improve public education
- (4) Enhancing understanding of investigations and prosecutions of hate crime

(1) Improving collection and presentation of anti-Asian hate crime data means working with the LAPD on presenting and analyzing information about anti-Asian hate crime to community partners. It also means working with in the same way – presenting and analyzing information about anti-Asian hate incidents to LAPD. This includes both quantitative and qualitative data.

Importantly, LAPD can increase awareness of its definitions of hate crime and hate incidents by using its website and through dissemination of materials to various Asian organizations.

(2) Improving police training and education means revising the training curriculum used by the Department. Upgrades to the curriculum should include real-world examples of hate crimes and hate incidents from the victim's perspective. In addition, the Training Division should incorporate its innovative approaches to training for its officers. For example, phone apps, videos, and scenario-based training are a mainstay of training now and should be included in the curriculum for anti-Asian hate crimes.

(3) Improving public education means working with community members and community groups to understand the difference between hate crimes and hate incidents. In addition, it refers to providing information about the role of the LAPD in addressing hate crime and hate incidents. It also means that the community can assist in educating its members through workshops, symposiums, and meetings.

(4) Enhancing understanding of investigations and prosecutions of hate crime means inclusion of the Los Angeles District Attorney's Office (LADA) and the Los Angeles City Attorney's Office in understanding the ways that hate crime and hate incidents are dealt with by the prosecutors and the court.

Table 4 (below) provides additional detail about each of the project goals listed above including the conceptual outcomes for each of the goals. The first goal, improving collection and presentation of anti-Asian hate crime data includes unique activities and outcomes to be accomplished working with both LAPD and community groups. While the materials developed with LAPD will serve to increase public understanding, the materials developed with community groups will serve to increase LAPD's understanding of community perceptions and to enhance LAPD's training.

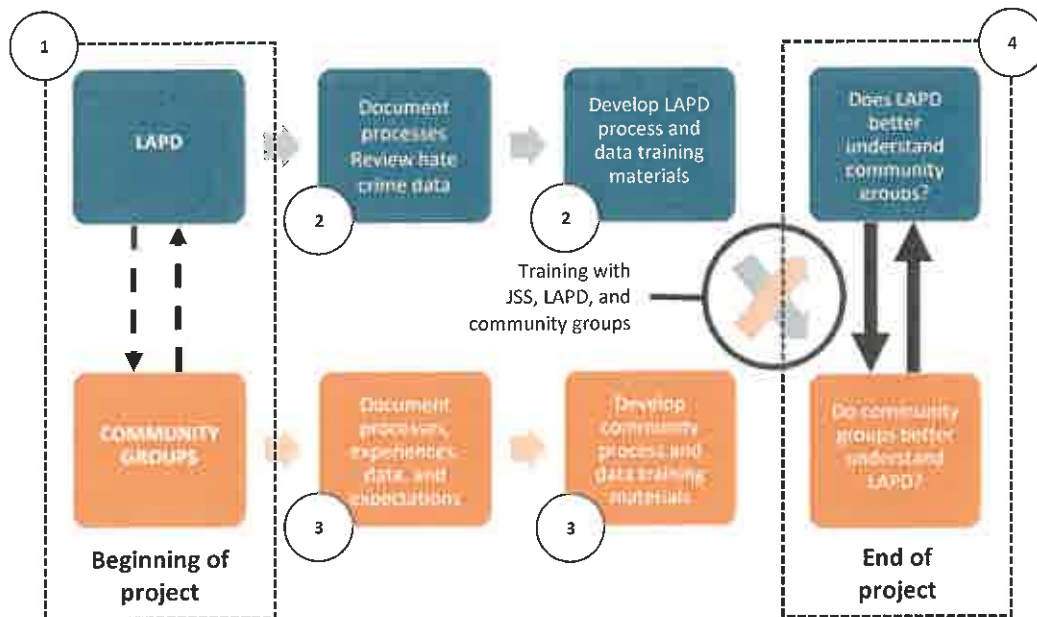
Table 4: Project Goals and Roles

Project Goal	LAPD	Community Groups
(1) Improving collection and presentation of anti-Asian hate crime data	<p>LAPD and JSS analyze and present information about anti-Asian hate crime to community groups.</p> <p>OUTCOME: Materials to increase public understanding of the extent of hate crime problems and issues faced by LAPD when addressing alleged hate crime.</p> <p>Concise descriptions of hate crime and hate incidents: clear statistics and information reported on LAPD’s website.</p>	<p>JSS and community groups analyze and present information about anti-Asian hate incidents to LAPD including quantitative information (e.g., how many incidents are being reported to community group) and qualitative (e.g., individual stories).</p> <p>OUTCOME: Materials to increase LAPD’s understanding of community’s perceptions of hate crimes and hate incidents as well as experiences interacting with LAPD when reporting alleged hate crime.</p>
(2) Improving police training and education	<p>LAPD and JSS develop curricula that includes an understanding of the issues and concerns expressed by community members related to hate crime and hate incidents. LAPD develops innovative ways to train its officers including the use of phone apps, videos, and scenario-based training.</p> <p>OUTCOME: Training curriculum that is evidence based and meets the learning methods emphasized by Training Division.</p>	<p>Community organizations and individuals provide examples of real-world Asian hate crime and hate incidents. First-person accounts of hate crimes and hate incidents from the victim’s perspective should be included in the LAPD curriculum.</p>
(3) Improving public education	<p>LAPD reaches out to various Asian community organizations through its Senior Lead Officers (SLOs) in Central, Rampart, West L.A., Olympic, and other divisions.</p> <p>The LAPD works with the Korean Association of Law Enforcement Officers (KALEO) and the Law Enforcement Asian American Pacifics (LEAAP) for assistance with outreach to Asian organizations.</p> <p>LAPD will convene 10 community meetings to improve public education</p>	<p>Improve community understanding of the difference between hate crimes and hate incidents. Improve community understanding of LAPD’s role and its limitations in addressing hate incidents. LAPD and the community work collaboratively to find ways to reduce anti-Asian hate crime and incidents.</p> <p>OUTCOME: Specific materials to improve community understanding of key issues and descriptions of how the LAPD can assist groups to deal with the problem.</p>
(4) Enhancing understanding of investigation and prosecution of hate crimes	<p>Work with prosecutors to streamline the prosecution of hate crimes.</p> <p>OUTCOME: Specific materials to be included in training of LAPD officers and detectives.</p>	<p>Improve the community’s understanding of the role of prosecutors in dealing with anti-Asian hate crime.</p> <p>OUTCOME: Specific materials to be included in LAPD training materials that support public interactions about hate crimes.</p>

The activities for each goal in the project are sequenced to support each other and provide a framework for training development that will integrate perspectives from LAPD, the community, and prosecutors. Figure 1 illustrates the interaction and coordination of project activities involving JSS, LAPD, and community groups. The initial research discussed above indicated that LAPD has a variety of resources relevant to anti-Asian hate crime and that community groups are actively engaged in providing community support. While there is some interaction between LAPD and these community groups, it appears limited and may not support full mutual understanding of how to best support each other. JSS and LAPD will work together to document

hate crime processes, analyze data, develop training materials, and include the community (1). In the second interaction (2) the Department and JSS will work with community groups to document processes, experiences, data, and expectations to use in the development of training materials for step 3. After the training materials are prepared, the training will be delivered and evaluated to determine whether LAPD’s understanding of community groups’ perspectives has increased and whether community groups’ understanding of LAPD has increased (4).

Figure 1: Interaction Between Various Project Activities



Goal 1: Improving collection and presentation of anti-Asian hate crime data.

JSS will work with LAPD to analyze LAPD data and prepare summary materials for community groups including process and quantitative information. The objective is to explain and educate the community regarding definitions of hate crime and hate incidents. Toward that end, the following questions are addressed:

- (1) How does LAPD become aware that an incident might involve a hate crime (how should the community report)?
- (2) How does LAPD determine whether an incident should be investigated as a hate crime?
- (3) How does LAPD interact with individuals that have reported a hate crime?
- (4) How many alleged (hate crimes and hate incidents)?
- (5) How many investigated?
- (6) How many referred for prosecution?

Within the LAPD there is a need to understand how community groups and individuals perceive LAPD’s actions regarding hate crimes and incidents. JSS will convene sessions with community

groups to discuss, analyze, and prepare summary materials for LAPD that address the following questions: What services or types of support does each organization provide to community members related to hate?

- (7) How many alleged hate crimes or hate incidents are the organizations aware of (scope of problem)?
- (8) What types of incidents are perceived as hate among the community?
- (9) What are perceptions of reporting alleged hate crimes to LAPD?

Goal 2: Improving police training and education. Use information collected from working with community groups in Goal 1 to develop training materials for LAPD.

Goal 3: Improving public education. Use information collected from working with LAPD in Goal 1 to develop training materials for community.

Goal 4: Enhancing investigation and prosecution of hate crimes. Use information collected from prosecutors to develop training materials for community and LAPD that incorporate prosecutors' perspectives on hate crime investigation and prosecution.

Overall Strategic Goal: Improve coordination of anti-Asian hate crime activities in Los Angeles. By using materials developed in goals 2, 3, and 4, JSS will assist in the development of training sessions for LAPD and community groups. As training sessions unfold and are implemented, JSSS will assist with the evaluation, provide feedback to the Training Division, and sessions can be revised accordingly.

Project details, milestones, timelines, and deliverables

The project will officially be announced on May 7, 2024, with project activities involving LAPD beginning June 1, 2024. The project is expected to run through September 30, 2025. Each activity will be completed by separate workgroups defined below. The workgroups will consist of members from the LAPD Anti-Asian Hate Crime Team and representatives from community organizations in Los Angeles. JSS will work with KALEO and LEAAP to identify and select additional representatives from relevant community organizations to participate. Formalizing workgroup participation will be the first step to be completed for each group, and timelines for workgroup formalization and project milestones are included in each workgroup's subsection below. Each workgroup will work toward a set of final deliverables that inform the training workgroup's efforts to revise and develop new trainings that will be delivered to achieve the project's strategic goal.

LAPD Data and Process Workgroup

Description: The LAPD Data and Process Workgroup will include JSS, the LAPD Hate Crime Coordinator, and a website developer within LAPD. This group will work to:

- (1) Document LAPD hate crime processes and issues

- (2) Analyze and report LAPD hate crime data
- (3) Develop materials from these efforts to support training development
- (4) Assist with incorporating this information into LAPD trainings
- (5) Include information on the LAPD website

Major deliverables:

- (1) LAPD data summary
- (2) LAPD hate crime protocols (processes and procedures) description
- (3) Revised website

After identifying workgroup membership, this team will work to develop protocols for reviewing LAPD's hate crime protocols and data. This review will serve as the basis for preparing materials that the training workgroups can integrate into revised or newly-developed trainings. These materials should include any insights into hate crime procedures that would be useful in helping community organizations understand how LAPD processes hate crime or hate incident information. Specifically, this will result in two major deliverables. This first will be a summary of insights gleaned from analysis of LAPD's hate crime data including information about data limitations. The second will be a detailed description of hate crime processes and procedures that can be incorporated into training. Table 5 outlines the LAPD Data and Process Workgroup milestones, deliverables, performance measures, and timelines.

Table 5: LAPD Data and Process Workgroup Milestones and Details

Milestones	Deliverables	Performance Measures	Timelines³
Finalize workgroup membership	List of individuals involved and contact information	Number of individuals engaged in workgroup	Q2 2024
Develop process review protocol	Protocol, expected timeline	Completion of deliverable by indicated timeline	Q2 2024
Develop data review protocol	Protocol, expected timeline	Completion of deliverable by indicated timeline	Q3 2024
Develop process documentation for training	Documentation to support training development	Completion of deliverable by indicated timeline	Q3 2024
Develop data summary for training	Written data summary to support training development	Completion of deliverable by indicated timeline	Q4 2024
Develop materials for inclusion on the LAPD website	Written information for the website	Completion of deliverable by end date	Q2 to Q4 2024
Assist training workgroup with training development			Q4 2024 to end of grant

Community Workgroup

Description: A community workgroup will be formed that includes representatives from community organizations, LAPD, and JSS. The community workgroup will work to:

- (1) Meet with community organizations to discuss anti-Asian Hate Crime
- (2) Document community resources and processes
- (3) Document community members' experiences with hate crime/incidents (stories)
- (4) Document community members' experiences with LAPD in response to hate crime/incidents (stories)
- (5) Catalog community hate crime/incident data, if captured
- (6) Analyze and report community hate crime/incident data and interview data
- (7) Develop materials from these efforts to support development of interactive training
- (8) Assist with incorporating this information into LAPD trainings.

Major deliverables:

- (1) Agendas, notes, and descriptions of community meetings
- (2) Community group data summary
- (3) Set of experiential case studies

³ Timeline related to LAPD hate crimes data is contingent on LAPD's RMS implementation.

This team will set up community meetings through Senior Lead Officers, KALEO, LEAAP, JSS, and others in the LAPD. The meetings will include members of specific communities to address their concerns. The Community Workgroup will collect information about community resources that are offered by participating community organizations. This workgroup will create semi-structured interview protocols to use to collect community members’ experiences with hate crimes/incidents as well as their experiences with LAPD’s response to these crimes/incidents. The workgroup will seek to catalog any information collected, maintained, or used by the groups when discussing anti-Asian hate crime and to isolate any discrepancies with LAPD data. This process will seek to identify any unmet data needs. The analysis will serve to summarize information stemming from the review of data and to isolate meaningful narratives that might be used to contextualize the trainings at LAPD. These efforts will be summarized into three deliverables – agendas and notes from community meetings; a summary from the data; and a set of experiential case studies (narratives/stories). The workgroup will then support continued training development and revision. Table 6 outlines the Community Workgroup milestones, deliverables, performance measures, and timelines.

Table 6: Community Workgroup Milestones and Details

Milestones	Deliverables	Performance measures	Timelines
Establish the Community Workgroup	List of individuals and organizations involved and contact information	Number of individuals and organizations engaged in workgroup	Q2 2024
Plan community meetings	Calendar of meetings	Number of attendees at community meetings	Q2 to Q4 2024
Develop data review protocol	Protocol, expected timeline	Completion of deliverable by indicated timeline	Q2 2024
Develop experiential protocol	Protocol, expected timeline	Completion of deliverable by indicated timeline	Q2 2024
Identify community members for experiential information	List of individuals and contact information with expected contribution	Number of individuals selected for interviews	Q3 2024
Conduct interviews and analyze data		Number of interviews conducted	Q3 2024
Develop community experiential case studies for training	Community experience case studies to support training development	Number of case studies written	Q4 2024
Develop data summary for training	Data presentation to support training development	Completion of deliverable by indicated timeline	Q4 2024
Assist training workgroup with training development			Q4 2024 to end of grant

LAPD Training Workgroups

LAPD will move forward with two distinct approaches to training relevant to this project outline below to be developed and implemented by two different workgroups.

Training 1 (revision to current training)

Description. The first training activity will be to revise the current training previously developed by the current Hate Crimes Coordinator, Detective Orlando Martinez, with assistance from JSS to ensure continuity of this ongoing training. This will be accomplished through revisions to the current training offered by Detective Martinez. Specifically, the training will be expanded by incorporating recent and relevant community stories. The training will be delivered through a “train the trainer” model where Detective Martinez will train Hate Crimes Coordinators and Senior Lead Officers (SLOs) to serve as future trainers. This will nest the training in individuals working within LAPD who manage hate crimes as well as those that interact with victims and community members. At the completion of this task, the following deliverables will be completed:

Table 7 below outlines the milestones, deliverables, performance measures, and timelines for the revised training.

Table 7: Training Workgroup Milestones- Ongoing Coordinator Training⁴ (Martinez)

Milestones	Deliverables	Performance measures	Timelines
Revise training session curriculum	Curriculum	Completion of deliverable by indicated timeline	Q2 2024
Develop assessment protocol	Protocol, expected timeline	Completion of deliverable by indicated timeline	Q3 2024
Trainer trainings	Prepared trainers	Number of trainers trained	Q3 2024
Pilot, and assess training sessions	Assessment materials	Completion of assessment by indicated timeline	Q4 2024
Revise and deliver final trainings	Trained individuals	Number of trainings, number of individuals trained	Q1 2025 to end of grant

⁴ Given that the coordinator training is ongoing, trainings will continue during the development of the revisions. Timelines noted indicated completion of activities, but it is expected that changes to the curriculum will continually occur through the revision process leading to these completion timelines.

To meet the deliverables outlined above, JSS will work collaboratively with Detective Martinez, Reserve Officer Ben Pak, and Detective Young Pak.

Training 2 (newly developed expanded training)

Description. The second training will be developed and delivered by Detective Marquez, Lieutenant Wong, and/or other LAPD instructors at the Training Division. This training will be offered to LAPD detectives and/or officers through initial training or before entering the detective unit. The training will include essential anti-Asian hate crime topics including laws, procedures for reporting, procedural justice principles, and the importance of accurate data collection. This training will also utilize a “train the trainer” model with LEAAP and KALEO assisting in identifying LAPD personnel with community ties that can serve as trainers. Development of this training will begin June 1, 2024, with initial training expected to be delivered starting January 2025.

At the completion of this task, the following deliverables will be completed:

Table 8 below outlines the milestones, deliverables, performance measures, and timelines for the newly-developed training.

Table 8: Training Workgroup Milestones and Details - Expanded Training (Training Division)

Milestones	Deliverables	Performance measures	Timelines
Develop training session curriculum	Curriculum	Completion of deliverable by indicated timeline	Q3 2024
Develop assessment protocol	Protocol, expected timeline	Completion of deliverable by indicated timeline	Q4 2024
Trainer training	Prepared trainers	Number of trainers trained	Q1 2025
Pilot and assess training sessions	Assessment materials	Completion of assessment by indicated timeline	Q2 2025
Revise and deliver final trainings	Trained individuals	Number of trainings, number of individuals trained	Q3 2025

Prosecution Workgroup

Description: The Prosecution Workgroup will consist of Detective Martinez, Detective Young Pak, JSS staff, and other LAPD personnel, as appropriate. They will work to:

- (1) Document prosecutors’ experiences with hate crime prosecution including issues impacting the ability to successfully prosecute hate crimes
- (2) Assist with incorporating this information into LAPD trainings.

Major deliverables:

(4) Summary of findings from prosecutor interviews

This team will work to collect, analyze, and report information about prosecutors’ experiences prosecuting hate crimes. This effort will serve to provide insights into successful prosecution of hate crimes and to generate awareness of challenges to successfully prosecuting hate crimes. The findings will serve as the basis for preparing materials that the training workgroups can integrate into revised or newly-developed trainings. Specifically, this will result in one major deliverable, a summary of insights gleaned from analysis of interviews conducted with prosecutors involved in hate crime prosecution. Table 9 outlines the Prosecution Workgroup milestones, deliverables, performance measures, and timelines.

Table 9: Prosecution Workgroup Milestones and Details

Milestones	Deliverables	Performance measures	Timelines
Finalize workgroup membership	List of individuals and organizations involved and contact information	Number of individuals and organizations engaged in workgroup	Q2 2024
Develop interview protocol	Protocol, expected timeline	Completion of deliverable by indicated timeline	Q3 2024
Complete interviews		Number of interviews completed	Q4 2024
Complete analysis	Summary of findings	Completion of assessment by indicated timeline	Q1 2025
Assist training workgroup with training development			Q1 2025 to end of grant

Appendix A: Timeline for Goals and Activities, 2024-2025

	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025	Q3 2025
Goal 1: Develop and write Anti-Asian Hate Crime Strategic Plan	Initial research: Review census data, websites, training curricula, LAPD interviews	Write, review, revise and complete strategic plan Deliverable: Anti-Asian Hate Crime Strategic Plan					
Goal 2: Improve collection and presentation off anti-Asian hate crime data		Examine definitions Protocol development	Data & process collection & analysis	Deliverables: Data summary LAPD hate crime protocol narrative¹			
Goal 3: Improve police training and education	Discuss current training with internal trainer	Initial training revision	Initial training revision Assessment development Train trainers	Pilot and assess training	Revise training Deliverable: Training curriculum	Deliver training	Deliver training
Goal 3: Improve police training and education	Expand training for entire department		Initial training development	Initial training development Develop assessment	Train trainers Deliverable: Draft Training curriculum	Pilot and assess training	Revise training Deliverable: Final Training curriculum
Goal 4: Improve public education (include community experiences & perspectives)	Involve the community	Protocol development	Community interviews Analysis	Deliverables: Data summary Experiential case studies			
Goal 5: Enhance understanding of investigations and prosecutions of hate crime	Work with the Los Angeles County District Attorney and Los Angeles City Attorney		Initial meetings with LADA and LACA Develop interview protocol	Conduct LADA and LACA interviews Write up ways to improve prosecution	Analysis Deliverable: Summary of findings		

*Q1 – January – March

Q2 – April – June

Q3 – July – September

Q4 – October – December