



To the Los Angeles City Council,

We, the undersigned organizations, allies, and residents, stand in collective support of the Charter Reform recommendations put forward by the Los Angeles Black Worker Center. For generations, Black workers built and sustained Los Angeles, yet the City Charter continues to uphold systems that block access to stable public-sector jobs, concentrate power away from communities, and prioritize policing and privatization over care, prevention, and economic stability. Black residents make up a disproportionate share of arrests. While making up only 8-10% of the city's population, they account for roughly 27% of the city's arrests.

The City Charter is not neutral.

It shapes who gets hired, who holds authority, and how public dollars are invested. Los Angeles still operates under governance structures rooted in exclusion. This is reflected today in biased hiring systems, limited budget transparency, weak civilian oversight, and a public workforce that does not reflect the people who keep this city running.

This same demographic that only makes up 8-10% of the city's population represents over 30% of LA's unhoused population. These conditions are the result of policy choices, and policy choices can change.

Because of this, we support reforms recommended by the Los Angeles Black Worker Center, as they reflect Black worker leadership and lived expertise about what a functioning city requires. The six key recommendations are as follows:

- Modernize Hiring & Testing
- Build a Public Service Career Pipeline
- Create Independent Oversight for Fair Hiring
- Prioritize Inclusive Recruitment
- Mandate Workforce Equity Audits
- Establish a Permanent Workforce Equity Commission

A city cannot function while excluding the very workers who sustain it. Public jobs equate to public safety. They are the foundation of community safety, economic stability, and democratic legitimacy. When public institutions invest in workers, families remain housed, services remain strong, and communities thrive.

As the LABWC's recommendations await approval from phase II of the Charter Reform process, this moment demands clarity and courage. Via a community-driven Workforce Equity digital sign-on letter, Hundreds of Angelenos have already demanded what must change, and Black workers are leading that call. We affirm our support for the Los Angeles Black Worker Center's recommendations because a city that works must invest in its workforce, reflect its communities, and align its rules with the reality of who built and sustains Los Angeles every day.

Charter Reform is an opportunity to move from exclusion to equity, from opacity to accountability, and from disinvestment to care. We stand in collective support of this vision and are calling on city officials to act now.

We strongly urge the Rules Committee to approve these workforce equity recommendations and advance them to the full City Council for consideration as part of the Charter Reform process.

Thank you,

The Undersigned Organizations, Allies, and Black Workers



Housing Jobs & Transit for All

