

**CAPRI MADDOX**  
GENERAL MANAGER

**CITY OF LOS ANGELES**  
**CALIFORNIA**

**CIVIL + HUMAN RIGHTS**  
**AND EQUITY DEPARTMENT**

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**CLAUDIA LUNA**  
ASSISTANT GENERAL MANAGER



**KAREN BASS**  
MAYOR

Date: April 21, 2026

To: Honorable Katy Yaroslavsky, Chair  
and Honorable Members of the Budget and Finance Committee  
c/o City Clerk  
Room 440, City Hall

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

Subject: **COUNCIL FILE [26-0600] – CIVIL, HUMAN RIGHTS AND EQUITY  
DEPARTMENT COMMENTS FOR MAYOR’S FISCAL YEAR 2026-2027  
PROPOSED BUDGET**

Dear Honorable Members of the City Council Budget and Finance Committee:

The Civil, Human Rights and Equity Department (LA Civil Rights) sincerely appreciates Mayor Karen Bass, the City Administrative Officer, and their respective budget staff for their continued commitment to equity, inclusion, and public service during an exceptionally difficult fiscal environment. We recognize the challenges facing the City and are grateful that the Mayor’s Proposed Budget continues to support core civil rights enforcement capacity.

Accordingly, the Department respectfully submits the following comments on the Mayor’s Proposed Budget. We request targeted restoration of operating expenses support and one new Community Affairs Advocate position to maintain core service delivery.

### **Significant Departmental Changes**

The Department has experienced significant reductions in staffing and operating expenses over the past several years, even as our workload, visibility, and responsibilities have continued to grow. The Proposed Budget reflects the elimination of four critical positions: a Senior Administrative Clerk, a Senior Project Coordinator, and two Human Relations Advocates, resulting in approximately \$390,000 in salary savings, exceeding the CAO’s target reduction proposal by \$195,000. The proposed budget also includes reductions of \$8,000 to salaries, as-needed funding, and \$79,000 in contractual services funding. While the Department appreciates the restoration of the two Special Investigator I positions, the reductions collectively reduce administrative, community engagement, and operational capacity at a time when demand for services continues to grow.

Over the same period, the Department’s workload, visibility, and responsibilities have increased substantially. LA Civil Rights continues to respond to an increasing number of civil rights complaints, carrying out a growing number of City Council directives, generating General Fund revenue through Civil Rights Enforcement penalties and public donations for anti-hate campaign “LA for Everyone”, supporting five active commissions and advisory bodies, and leading major

citywide communications, outreach, and policy initiatives. Despite these demands, our operating budget has been reduced to a level that now threatens the Department's ability to sustain basic tools, public engagement and accessibility, and core services.

### **Requested Restorations And Position Authority**

#### Operational Expenses Restoration - \$87,354

After reviewing the Mayor's Proposed Budget, the Department has identified specific areas where restoration is necessary to maintain core services and meet existing City responsibilities. The Department respectfully requests restoration of \$87,354 for as-needed salaries and contractual services expenses that support essential departmental functions. These resources are not tied to new or expanded programs, but rather to the continuation of existing services that are central to the Department's core work, including citywide anti-hate campaigns, community engagement, and discrimination enforcement services that promote safety, belonging, and access to City services.

The current annual operating budget for the LA Civil Rights Department is \$223,775, while the proposed Fiscal Year 2026 – 2027 operating budget is \$144,775. Without restoration of our basic operating budget, the Department will face significant constraints in maintaining basic operational capacity. This includes the ability to keep essential tools such as legal research, Zoom for public meetings and outreach, Adobe Pro for accessible public documents, DocAccess licenses to convert PDFs to meet the upcoming DOJ Web and Mobile Accessibility deadline, ServiceNow for CRE case management and file storage, and phone and internet services for communication. In addition, the Department will have limited ability to provide security services for public Commission meetings, which is critical to ensuring safe and accessible public participation.

At current funding levels, operating resources will largely be limited to basic facility needs such as pest control, restroom supplies, and minimal office materials, leaving little to no capacity to serve LA residents.

#### Position Authority - Community Affairs Advocate - \$115,764

The Department also respectfully requests nine months of funding for a new Community Affairs Advocate position. This role is essential to sustaining the Department's citywide community engagement, serving as a direct liaison to neighborhoods, faith leaders, and community organizations. The position will be responsible for responding to City Council and constituent requests, and supporting anti-hate programming, data reporting, and coordination efforts tied to the Mayor and City Council initiatives. It will also provide oversight and coordination for their assigned policy fellows, further strengthening internal capacity and program delivery.

This position is particularly essential as the City prepares for the 2026 World Cup and the 2028 Olympic and Paralympic Games. In coordination with the Mayor's Office and the Department of Recreation and Parks, this role will support the development and activation of a citywide volunteer strategy, including recruitment, training, and coordination of volunteers. This effort will serve as a pilot for the 2026 FIFA World Cup, to establish a sustainable model for the 2028 Olympic and Paralympic Games and beyond.

Without this position, the Department's community engagement efforts will remain reactive rather than preventative, reducing our presence in communities most impacted by hate and discrimination and increasing strain on already limited executive and enforcement staff. This request is not about expanding services, but about restoring the minimum capacity necessary to

continue core public engagement and prevention work. The addition of this position would help rebalance the Department's structure by ensuring that enforcement, communications, and community engagement functions are adequately supported.

In conclusion, LA Civil Rights remains steadfast in its mission to combat discrimination, prevent hate, and address longstanding disparities across Los Angeles. Even under constrained conditions, the Department continues to generate revenue, respond to increasing public and City Council demands, and produce measurable citywide impact. We respectfully request these modest but essential adjustments to help preserve the Department's minimum operating and engagement capacity and continue serving Angelenos effectively.

With your continued support, LA Civil Rights can continue protecting the people of Los Angeles and advancing a stronger, safer, more inclusive LA for All.

Sincerely,



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

# Current Org Chart - LA Civil Rights

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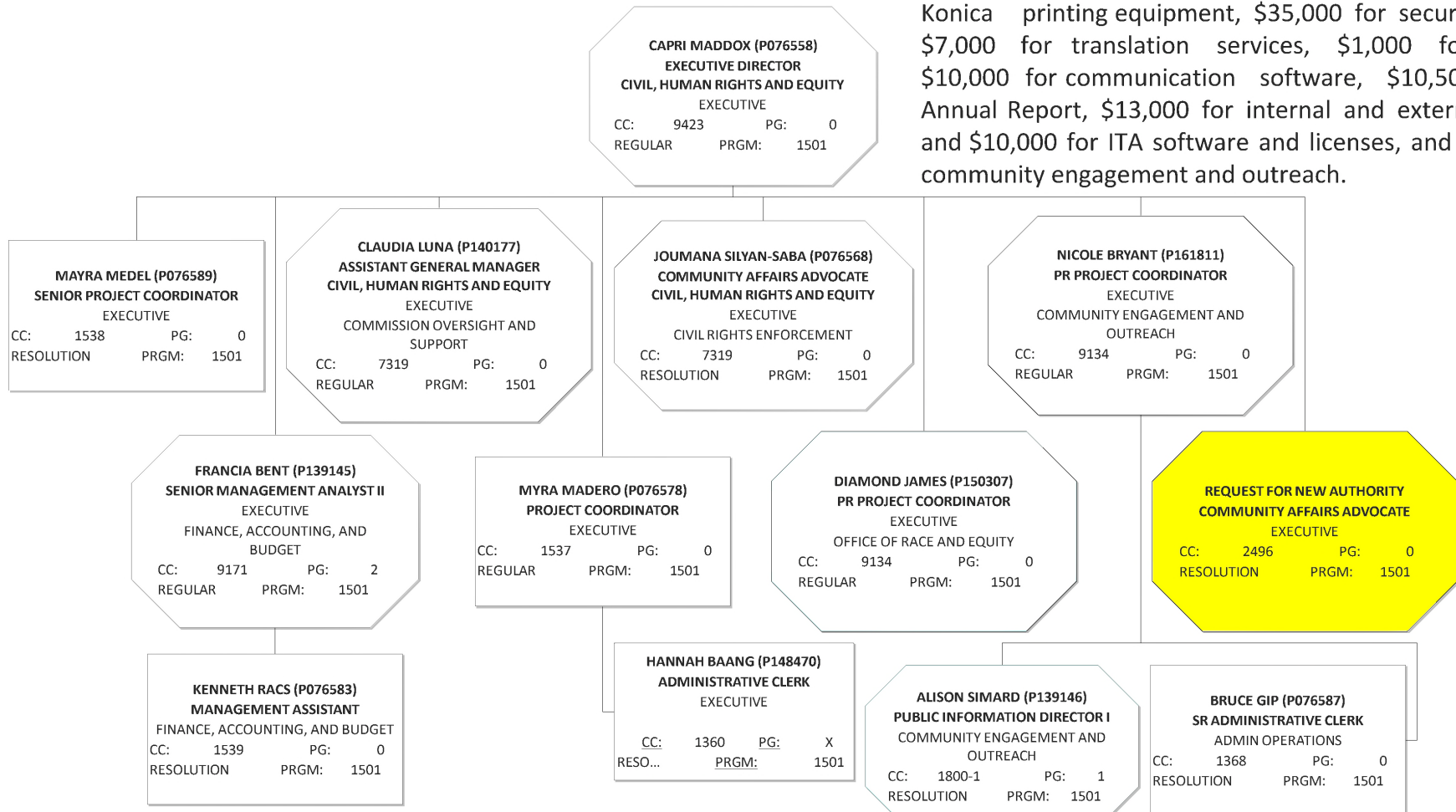
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**CIVIL, HUMAN RIGHTS AND EQUITY DEPARTMENT  
ORGANIZATIONAL CHART**

# EXECUTIVE STRATEGY

Department-Wide Contracting Dollars: \$6,000 for Konica printing equipment, \$35,000 for security services, \$7,000 for translation services, \$1,000 for Postage, \$10,000 for communication software, \$10,500 for the Annual Report, \$13,000 for internal and external training, and \$10,000 for ITA software and licenses, and \$15,000 for community engagement and outreach.



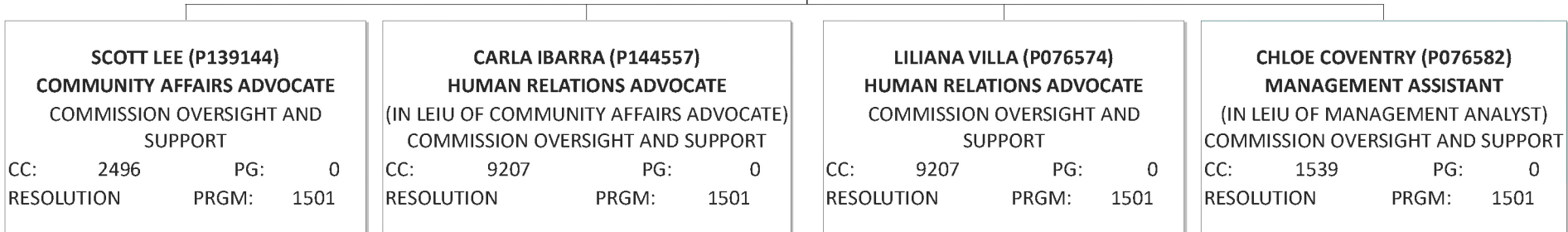
The Executive Division provides overall leadership and administrative oversight for all Department programs and operations related to equity, civil rights enforcement, community engagement, and commission support. This division oversees the Department's budget, finance, procurement, and contracting functions. The Division also leads the Department's communications and community engagement efforts, including public messaging, social media, and citywide outreach initiatives. This includes management of major anti-hate campaigns such as LA For All, Just Say Hello, and We Belong, which promote anti-hate awareness, public education, and community connection.



**CIVIL, HUMAN RIGHTS AND EQUITY DEPARTMENT  
ORGANIZATIONAL CHART**

# Commission Oversight and Support

**CLAUDIA LUNA (P140177)**  
**ASSISTANT GENERAL MANAGER**  
**CIVIL, HUMAN RIGHTS AND EQUITY**  
**EXECUTIVE**  
 COMMISSION OVERSIGHT AND SUPPORT  
 CC: 7319 PG: 0  
 REGULAR PRGM: 1501



Commission Oversight and Support focuses on reducing bias and injustices by supporting our Department's 41 commissioners and advisory board members from the following: Commission on Civil Rights, Commission on the Status of Women, Human Relations Commission, Reparations Advisory Commission, and Transgender Advisory Council.

Contractual Dollars: \$15,000 for community engagement events and commission advancement events (Women of Impact Awards, Commission Engagement, and Pride Month).



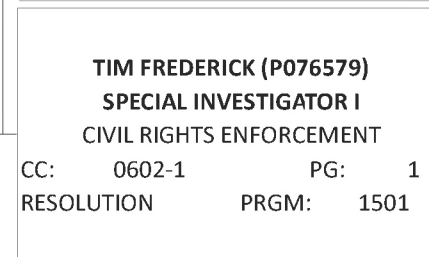
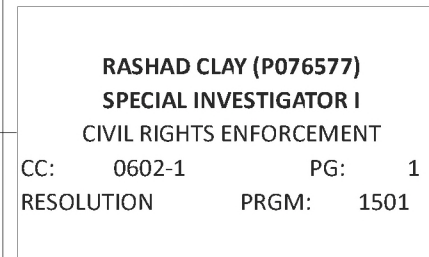
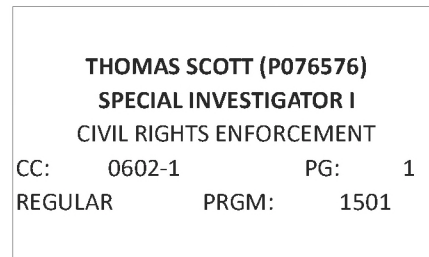
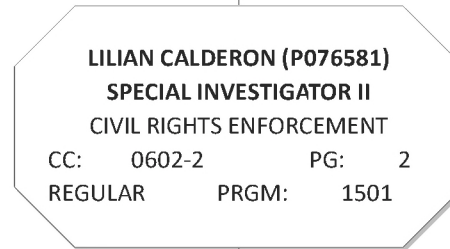
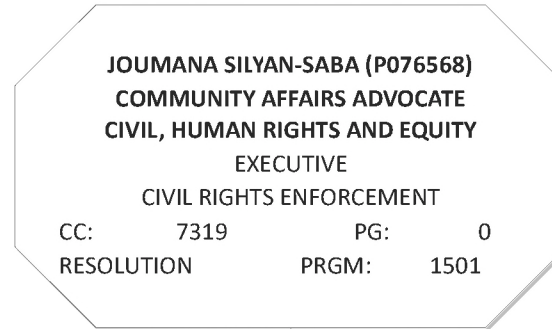
**CIVIL, HUMAN RIGHTS AND EQUITY DEPARTMENT  
ORGANIZATIONAL CHART**

# CIVIL RIGHTS ENFORCEMENT

The Civil Rights Enforcement Division, in partnership with the Commission on Civil Rights, exercises quasi-judicial authority to investigate and address discrimination impacting underserved communities. The Division enforces local civil rights protections in areas where equal treatment is denied, including private commerce, education, employment, and housing.

The Division is responsible for intake, investigation, mediation, enforcement actions, and compliance monitoring, ensuring timely and effective resolution of complaints while promoting accountability and equity across the City.

Contractual Dollars: \$45,000 for outreach and \$13,000 for software licenses for the investigators.



Supervisor

Assistant

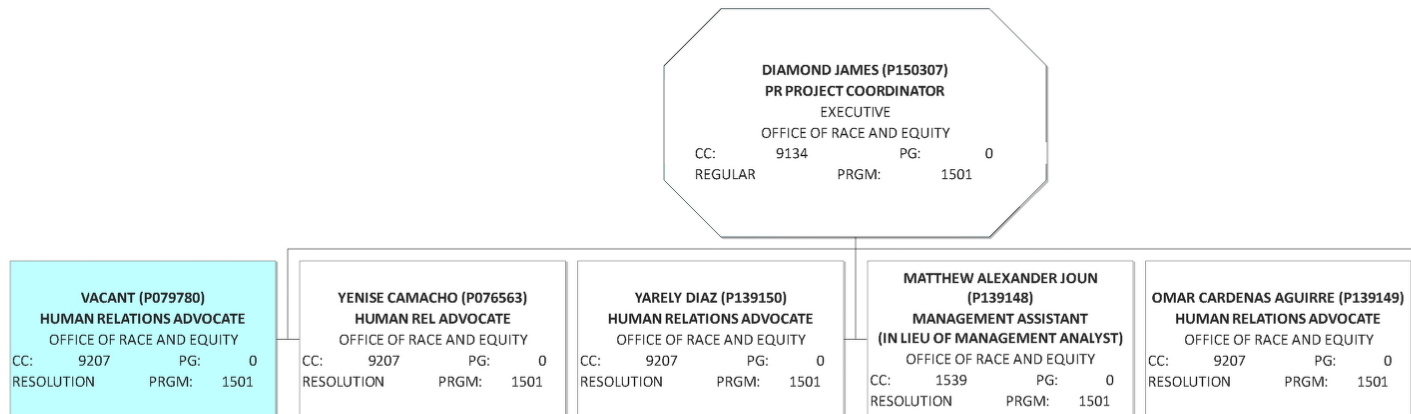
Staff

Blue = Vacant Positions Yellow = Proposed Positions



**CIVIL, HUMAN RIGHTS AND EQUITY DEPARTMENT  
ORGANIZATIONAL CHART**

# OFFICE OF RACE AND EQUITY



The Office of Race and Equity partners with community-based organizations, faith-based institutions, non-profit organizations, Neighborhood Councils, philanthropic leaders, and academic institutions, as well as the Department’s commissions, to advance equity-focused initiatives across the City. The Office leads work in key areas including policy analysis through an equity lens, upward mobility programming, and the administration of the L.A. REPAIR Participatory Budgeting Program to 19 community based organizations.

Supervisor

Assistant

Staff

Blue = Vacant Positions

Yellow = Proposed Positions

REV. 4/20/2026

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