

***PROGRESS REPORT***  
*on the work of the*  
***LOS ANGELES CITY***  
***TASK FORCE ON FAMILY DIVERSITY***

*Spectrum Institute*  
P.O. Box 65756  
Los Angeles, CA 90065  
(213) 258-8955, ext. 707

May 11, 1992

## IMPLEMENTATION REPORT

This report contains an update on the operations of, and progress made by, the Los Angeles City Task Force on Family Diversity. The Task Force conducted the largest and most comprehensive policy study on family issues done by any municipality in the nation. The *Final Report* of the Task Force did not sit on a shelf and collect dust when the study was completed. Hundreds of reports were distributed to elected and appointed officials, private-sector officials, community leaders, and citizens. Many of its recommendations have been successfully implemented. Progress is being made on others. Implementation efforts were spearheaded and coordinated by the Family Diversity Project of *Spectrum Institute*.

## DISTRIBUTION OF REPORTS

The *Final Report* of the Task Force was first released on May 18, 1988. The Task Force distributed about 400 reports in 1988. Since then, Spectrum Institute has been the primary distributing agency. We have distributed an additional 350 reports over the past three years.

A press conference was held on May 18, 1988, and the first reports were distributed to the media. GTE California hosted a reception that evening which was attended by 200 people, all of whom received a copy of the report, including business leaders, religious leaders, political representatives, and community activists.

The next day, reports were given to the City Council along with a short presentation. The City Council issued decorative certificates of commendation to the major donors to the project.

By August, 1988, reports were distributed to government officials, libraries, religious organizations, civil rights groups, service providers, educators, and others. [See "Report Distribution (8-11-88) which is attached.]

## PROGRESS IN IMPLEMENTING RECOMMENDATIONS

**Leadership Briefings.** The first part of the implementation program was to brief political and community leaders about changes in family life, the needs of contemporary families, and bring their attention to some of the recommendations of the Task Force. We spoke to dozens of leaders. [See "Leadership Briefings" (8-11-88) which is attached.]

**Prodding City Agencies.** Next, we had Mayor Bradley send a letter to each city agency to which a recommendation had been directed. This stimulated dialogue within these agencies. Attached are copies of the Mayor's letter to each agency and their responses. Some good things happened as a result of this soft pressure.

**Seniors Issues.** The Department of Aging endorsed all of our recommendations and incorporated many into their ongoing programs. [See List of "Recommendations Affecting Seniors" which is attached.] Because the report of the Task Force had a broad scope and was because recommendations were not limited to special interest groups, leaders of the Task Force were invited to make presentations to many community groups, such as the Interfaith Coalition on Aging. Although the presentation to that organization was focused on seniors issues, concerns of other constituencies were incorporated into the program, e.g., the concerns of working mothers, the problems of school-age youth, discrimination against lesbians and gay men, etc. The presentation to this group was well received. [See Letter of October 3, 1988, which is attached.]

**County Commissions.** Although this was a city commission, we enlisted the help of the County Commission on Human Relations to distribute copies of the report to each member of the County Women's Commission and the County Commission on Disabilities. [See correspondence from the County Commission on Human Relations which is attached.]

**School District.** We did a tremendous amount of work with the Los Angeles Unified School District. We started our work with the Commission on Sex Equity (25 members dedicated to eliminating sex discrimination in the school system.) They helped us arrange a joint meeting with all of the Education Commissions, e.g. American Indian Commission, Asian/Pacific Commission, Black Commission, Mexican American Commission, and Special Education Commission. This was the first time that all of the commissions had a joint meeting. More than 100 commissioners attended the meeting. We followed up with a survey of the commissioners about their support for the educational recommendations of the Task Force. About 50 commissioners responded. All of the education commissioners became better educated about the concerns of lesbian and gay youth as they were being educated about teen fathers, pregnant young women, gangs, etc. In other words, we worked the gay and lesbian issues into the fabric of the larger agenda. [See correspondence with the Los Angeles Unified School District, which is attached.]

**Gay and Lesbian Education Commission.** Our work and the follow up work of others paid off. The school system recently created a Gay and Lesbian Education Commission. The report of the Family Diversity Task Force was used to document the need for such a commission. [See letter of Councilman Mike Hernandez to School Board Members, which is attached.]

**Domestic Partnership Benefits.** The Task Force on Family Diversity recommended that the city of Los Angeles grant sick and bereavement leave to city employees with domestic partners. The City Council agreed, but the unions resisted. After the Task Force disbanded, the job of working with the city and the unions was assumed by the Family Diversity Project of Spectrum Institute. We worked for three years until two unions finally incorporated the proposal into their contracts. Unions representing more than 15,000 city workers now offer this domestic partner option to their workers. Councilman Woo has recently introduced a motion to amend the city's Administrative Code to provide coverage for city employees who are not represented by unions. [See copy of motion, attached.]

**City Contractor Law.** The city requires businesses that have city contracts to adopt nondiscrimination policies. The city contractor law was amended, at the suggestion of the Task Force, to include sexual orientation. There is still a big loophole to be closed, namely, discrimination on the basis of marital status. Councilman Mike Woo has introduced a motion which could provide some protection for private-sector workers with domestic partners. [See letter from Mike Woo, press release, and copy of motion, which is attached.]

**Education of Candidates.** The Municipal Election Committee of Los Angeles (MECLA) is a political action committee supporting candidates who demonstrate leadership on gay and lesbian issues and women's issues. MECLA has traditionally quizzed candidates who seek their endorsement. The questioning was often very shallow, e.g., "Will you support gay rights?" MECLA now uses the recommendations of the Family Diversity Task Force in its interview process. Candidates are sent a list of dozens of recommendations affecting gays and lesbians. They are asked if they support, oppose, or are uncertain in their positions on these specific issues. This has helped educate candidates and elected officials and has professionalized the interview process. [See "Candidate Questionnaire" which is attached.]

This update has focused on only a few of the 110 recommendations made by the Task Force. Time does not permit a full exposition of the progress made in the implementation phase of the project.

## **REPLICATION**

The report of the Los Angeles City Task Force on Family Diversity was used extensively by the California Legislature's Task Force on the Changing Family. The state task force made many recommendations favorable to domestic partners.

Before Art Agnos was elected Mayor of San Francisco, we approached him, gave him a copy of the Los Angeles report, and urged him to create a similar study in San Francisco. He eventually convened the Mayor's Task Force on Family Policy. That report documented the need for domestic partnership benefits and made other recommendations to assist families in general. As you know, San Francisco now provides a wide range of benefits to employees with domestic partners.

Spectrum Institute also has assisted the Human Relations Commission of the City of Long Beach to conduct a Family Diversity Project. Public hearings were held. Many recommendations were proposed. [See Long Beach Report which is enclosed.] One recommendation was that the city conduct a survey of its own employees to see what types of families they have and what their needs are. The survey has been done and it included a question about domestic partners. The city council has been holding hearings to determine the feasibility and desirability of implementing each of the study's recommendations.

## SUMMARY OF EXPENDITURES

The following is a list of donations received by the Institute for the Study of Human Resources (ISHR) on behalf of the Family Diversity Task Force. ISHR was the fiscal agent for this project.

### CASH DONATIONS:

GTE California	1,200
MECLA Foundation	5,000
Pacific Bell	5,000
LEDLER Foundation	15,000
Richard Dennis	6,000
Rev. Oliver Garver	3,000
Rebecca Tapia	500
TOTAL:	35,700

The cash donations were all spent on paying for the services of a special consultant. The consultant served as the only staff to this project. He performed services on the project over a period of 32 months (starting with recruitment of members in October 1985 through issuance of the report in May 1988). His average monthly earnings were \$1,115.62. Because of deficit at the end of the project, he waived compensation for more than \$10,000 of his services. He performed the following services for the Task Force:

- recruitment/appointment/orientation of 38 members
- supervising student interns: 12 law, 2 psychology, 4 sociology
- recruit, interview 50 witnesses and conduct public hearings
- edit public hearing transcript
- edit student research papers
- edit research papers of task force members
- conduct independent research and write final report
- distribute report, meetings with community leaders
- begin implementation of recommendations

### IN-KIND DONATIONS:

Meeting Space provided by: USC Law Center, City of LA, Cal State, First Presbyterian Church

Photocopying done by: City of Los Angeles, LEDLER Foundation

Student Interns: USC Law Center, California School of Professional Psychology, California State University School of Sociology

Miscellaneous Supplies: So. Cal. Gas Company

Long Distance Phone Calls: LEDLER Foundation

Typesetting and Printing Final Report: GTE California

Printing Supplements and Public Hearing Transcript: GTE California

Reception at Conclusion of Study: GTE California

**FAMILY DIVERSITY PROJECT -- Report Distribution (8-11-88)**

**Government Officials and Agencies**

Mayor Tom Bradley and key staffers

Los Angeles City Council -- all members

Los Angeles City Attorney James Hahn

Los Angeles City Controller Rick Tuttle

Los Angeles City Commissions -- all 30 commission presidents

Los Angeles City Departments -- all 20 general managers

Steve Peace, State Assemblyman

Assemblyman Tom Bates

Senator Diane Watson

Senator Newton Russell

California Legislature's Joint Select Task Force on the Changing Family -- all 30 members and staffers

Pat Benson, staffer to Congressman Hawkins

Walter Backstrom, staffer to Senator Bill Greene

Anna Gonzales, staffer to Senator Diane Watson

Osias Goren, State Fair Employment and Housing Commission

Frankie Greenberg, staffer to Senator David Roberti

Jeannie Gregory, staffer to Senator Art Torres

Laura Jeon, staffer to Assemblywoman Lucille Roybal-Allard

Derrick Mims, staffer to Congressman Hawkins

Kay Van Horn, staffer to Congressman Beilenson

Gill Saldana, staffer to Senator Alan Cranston

Nina Sorkin, L.A. City Commission on the Status of Women

Betsy Reifsnider, staffer to Councilwoman Ruth Galanter  
Rodney Punt, General Manager, City Cultural Affairs Department  
Keith Malone, staffer to Assemblyman Polanco  
Helen Maxwell, McClaren Children's Center  
Jim LaMaida, County Department of Children's Services  
Patsy Lane, Child Care Coordinator, City of Los Angeles  
County Human Relations Commission -- all members and staffers  
City Human Relations Commission -- all members and staffers  
Susan Kerr, County Adult Protective Services  
Lt. Steve Day, Los Angeles Police Department  
Sgt. Dallas Binger, L.A.P.D. Juvenile Division  
Det. James Brown, L.A.P.D. Child Abuse Unit  
Eileen Cassidy, Area 10 Board, Developmental Disabilities  
Bruce Coplen, Deputy L.A. City Attorney, Youth Gang Unit  
Seattle Mayor's Lesbian and Gay Task Force  
Seattle Office for Women's Rights

**Libraries**

Los Angeles City Libraries -- main and 8 branches  
Los Angeles County Law Library  
New York Law School

**Organizations -- Religious**

Shar Gamboa, First Presbyterian Church of Hollywood

Rev. Phillip Lance, Episcopal Diocese of Los Angeles

Bishop Oliver Garver, Episcopal Diocese of Los Angeles

Father James Fleck, Roman Catholic Priest

Rev. Harry Durkee, Hollywood Evangelical Lutheran Church

Rev. Warner Traynham, St. John's Episcopal Church

Episcopal Diocese of Los Angeles -- 20 copies for board members

**Organizations -- Labor**

City Employee Unions -- all 22 union general managers

**Organizations -- Political and Civil Rights**

Municipal Elections Committee of L.A. -- all 26 board members

Gloria Rubio, Mexican American Legal Defense & Education Fund

Community Relations Conference of Southern California -- all 90 member organizations.

Jean Conger, Southern California Women for Understanding

National Lambda Civil Rights Roundtable -- all 50 members

Lambda Lawyers of Los Angeles -- all 20 participants

Gay and Lesbian Alliance Against Defamation, New York



**Organizations -- Media**

Los Angeles Herald Examiner

Los Angeles Daily Journal

Julie Jaskol, National Media Inc.

Niles Merton, Publisher of the Advocate

Los Angeles Times -- 25 staff writers

Gay Media -- 15 gay newspapers

**Organizations -- Service Providers**

Diana M. Bonta, Family Planning Council of Los Angeles

Dr. Evelyn Clark, Multi-Service Family Center

Yasuko Sakamoto, Little Tokyo Services Center

Frank Smail, Parents and Friends of Lesbians and Gays

Eric Rofes, Gay and Lesbian Community Services Center

Pat Parsell, United Way

Tom Fulton, United Way of Orange County

Betty Bell, Child Abuse Prevention Training Center

Jamil Berger, Houth of Ruth

**Organizations -- Professional**

Dr. Jay Westbrook, American Society on Aging

William Weinberger, Lawyers for Human Rights

Gay and Lesbian Deputy City Attorney's Assn. -- 8 copies

**Organizations -- Educational**

San Gabriel High School Study Body Association

Commission on Sex Equity, Los Angeles Unified School District

Roslyn Cooperman, California Coalition for Public Education

Virginia Uribe, Project 10, Fairfax High

Henry Talbert, International Institute

Dr. Cornell Persico, California School of Professional Psychology

Dr. Zane Meckler, Fairfax High School

Dr. Allan Heskin, UCLA School of Architecture and Planning

Prof. Rodney Hoffman, Occidental College

Roslyn Cooperman, California Coalition for Public Education

**Organizations -- Business**

Dennis Perkins, Consumer Affairs Manager, GTE California

Larry Mobbs, External Affairs, Pacific Bell

Rita Moya, Director of External Affairs, GTE California

Raul Garza, Public Relations, A. T. & T.

Priscilla Karratti, Forest Lawn Cemeteries

**FAMILY DIVERSITY PROJECT: Leadership Briefings (8-11-88)**

**Government Officials**

Tom Bradley, Mayor of Los Angeles.

Rick Tuttle, Los Angeles City Controller.

Michael Woo, Los Angeles City Council.

Gloria Molina, Los Angeles City Council.

Ruth Galanter, Los Angeles City Council.

Joel Wachs, Los Angeles City Council.

Zev Yaroslavsky, Los Angeles City Council.

Joan Milke Flores, Los Angeles City Council.

Joy Picus, Los Angeles City Council.

Faye Washington, City Department of Aging, General Manager.

Cheryl Ward Smith, Deputy Los Angeles City Attorney.

Henry Hurd, Los Angeles City Personnel Department.

Roslyn Carter, Los Angeles Deputy City Legislative Analyst.

Susan Harbach, Los Angeles Deputy City Administrative Officer.

James Fleck, L.A. City C.D.D., Rent Stabilization Division.

Morris Kight, President, L.A. County Human Relations Commission.

Pastore Herrera, Deputy Director, L.A. Dept. of Consumer Affairs.

Jim LaMaida, L.A. County Department of Children's Services.

John Van de Kamp, California Attorney General.

Tom Bates, California State Assemblyman.

Diane Watson, California State Senator.

Wallace Albertson, Trustee, Los Angeles Community College Board.

Art Agnos, Mayor of San Francisco.

Midge Costanza, Former Special Assistant to President Carter.

Fred Harris, Former U.S. Senator, U. of New Mexico Professor.

**Community Leaders - Business & Labor**

Raul Garza, Public Affairs, A.T. & T.

Judy Wollan, Education and Policy Director, Greater Los Angeles Chamber of Commerce.

Craig Hume, Public Affairs Specialist, Western Oil and Gas Assn.

Kurt Vorndran, National Committee for Full Employment, AFL/CIO.

Alan Mann, Manager of External Public Affairs, Kaiser-Permanente.

Dennis Perkins, Consumer Affairs Manager, GTE California.

Beverly Bickmore, Private Industry Council.

Alex Wilson, Edison Electric Institute.

David Arpin, Mediamark Research, N.Y.

**Community Leaders -- Religious**

Oliver Garver, Bishop, Episcopal Diocese of Los Angeles.

**Community Leaders -- Research and Education**

Marie Atwood, California Coalition for Public Education.

Steve Chapman, American Foundation for AIDS Research.

James Flemming, Director, Upward Bound, Cal. State Northridge.

**Community Leaders -- Service Providers**

John Wolf, Executive Director, AIDS Project Los Angeles.

Nancy Angelo, Development Director, Los Angeles GLCSC.

**Community Leaders -- Civil Rights**

Marjorie Green, Western Regional Education Director, Anti-Defamation League.

Bob Lightman, National Council of Senior Citizens.

David Wertheimer, N.Y. Governor's Task Force on Bias-Related Violence.

Eliseo Martinez, President, Gay and Lesbian Latinos Unidos.



CITY HALL  
LOS ANGELES, CALIFORNIA 90012  
213-248-3311

OFFICE OF THE MAYOR

TOM BRADLEY  
MAYOR

October 27, 1988

Honorable James Hahn  
City Attorney  
Room 1800, City Hall East

Dear Jim:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the City Attorney (see recommendations 12, 23, 24, 25, 32, 33, 44, 47, 49, 78, 85, 89, 107).

To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,

A handwritten signature in cursive script that reads 'Tom Bradley'.

TOM BRADLEY  
Mayor

enclosure



JAMES K. HAHN  
CITY ATTORNEY

## Office of the City Attorney

Los Angeles, California

March 21, 1989

EXECUTIVE OFFICE  
1800 CITY HALL EAST  
LOS ANGELES 90012  
(213) 485 5409

CRIMINAL BRANCH  
213 485 5470

CIVIL BRANCH  
213 485 5471

TELECOPIER  
(213) 680 3634

The Honorable Tom Bradley  
Mayor,  
City of Los Angeles  
Room 375, City Hall  
Los Angeles, California 90012

Attention: Julie Tugend

Re: Recommendations of Task Force on Family Diversity

Dear Tom:

I am writing in response to your letter requesting my reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, you asked for my assessment of the feasibility of implementing specific recommendations directed to my office. These specific recommendations are: 12, 23, 24, 25, 32, 33, 44, 47, 49, 78, 85, 89, and 107.<sup>1/</sup>

In response to these recommendations, I have determined to take the following course of action:

### RECOMMENDATION 12

"The Task Force recommends that lawmakers, such as the City Council and the state Legislature, and those with responsibility for drafting and analyzing proposed legislation, such as the Chief Legislative Analyst and City Attorney at the local level and the Legislative Counsel at the state level, should be sensitive to the fact that "family" now is a term of art, capable of many variable definitions. When the term family is used in proposed legislation, the Task Force encourages such officials to consider relevant definitional options and to favor inclusive rather than exclusive terminology."

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<sup>1/</sup>I can respond to all of the recommendations except 23 and 85. These two recommendations are the subject matter of a previous request for an informal City Attorney opinion by Councilman Michael Woc. The requested opinion involved a legal issue which was pending before the State Fair Employment and Housing Commission. The Commission has just rendered its decision and the previously requested opinion is being redrafted. A copy of the informal opinion will be sent to you as soon as it is available.

Honorable Tom Bradley

March 21, 1989

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Action: My office is very much aware of the changing family unit. We reflected the need to encompass the changing family structure when we proposed certain domestic violence legislation in the last legislative session. You can be assured that as legislation is proposed where the term or concept of family is involved, we will continue to favor an inclusive meaning.

RECOMMENDATION 24

"The Task Force recommends that the City Attorney enforce existing fair housing laws against shelters for the homeless that won't accept pregnant women. If rejection of pregnant women is not presently illegal, the law should be amended."

Action: There is no current ordinance or statute which specifically states that pregnant women shall not be discriminated against by operators of shelters for homeless persons. It is difficult to determine in what context this recommendation arises. I have spoken to Julie Downey, supervisor of our Housing and Grants unit, regarding this issue. She says the current practice among operators or shelters is to give priority to the largest families where the family is homeless. This problem most likely arises where the pregnant woman is single. She would in all likelihood be treated as a single adult, and not as a "family."

The real issue is that many shelter providers are not under our control; some are churches, missions and private non-profit organizations. These organizations do not fall under the traditional Landlord-Tenant relationship which would trigger Fair Housing Laws. The shelters are only temporary.

In the contract between the City and the Housing Authority, family is defined as one adult and one or more children. Moreover, the family trailers are two, three and four bedrooms in size. Thus, if the pregnant woman were to present herself for family housing, the priority would be given to the families with several family members.

RECOMMENDATION 25

"Since housing discrimination persists, the Task Force recommends that the City Attorney and the City's Housing Coordinator cooperate with the Fair Housing Councils to develop a plan to deter landlords from engaging in unfair housing practices and to educate families of their housing rights."

Honorable Tom Bradley  
March 21, 1989  
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Action: This office has and will continue to cooperate with the Fair Housing Councils to develop a plan to keep landlords from engaging in unfair housing practices. We will be particularly sensitive to the issues raised in the Task Force report.

#### RECOMMENDATION 32

"The Task Force recommends that the Los Angeles City Attorney specifically request that the state Insurance Commissioner forward to the City Attorney copies of lifestyle discrimination complaints involving transactions occurring in the City of Los Angeles. This will enable the City Attorney to determine if unfair business practices are occurring in the city so that such matters and practices can be enjoined."

Action: A letter has been prepared for transmittal to the State Insurance Commissioner requesting that copies of any life-style discrimination complaint involving the City of Los Angeles be forwarded to my office. The office is prepared to take appropriate legal action if it is determined that unfair business practices are occurring.

#### RECOMMENDATION 33

"The Task Force recommends that the City Attorney convene an Insurance Task Force on Lifestyle Discrimination. Representatives of the Attorney General's Office, the Insurance Commissioner's Office, the State Department of Fair Employment and Housing, civil rights groups, consumer protection groups, and the insurance industry should be invited to participate on the Task Force. The purpose of the Insurance Task Force would be to make recommendations to improve the manner in which lifestyle discrimination is handled by state and local agencies with apparent jurisdiction over arbitrary or unfair business practices."

Action: We shall convene such a task force. Any suggestions of task force members from the Mayor, Council members on the Family Diversity would be welcomed.

#### RECOMMENDATION 44

"The Task Force recommends that the City Attorney convene a one year Task Force on Gay and Lesbian Family Violence, comprised of police personnel, city prosecutors, community agencies, shelter staff and representatives from the lesbian and gay community, to examine the problem of gay and lesbian partner battery, to assess the needs that exist, and to make specific recommendations to improve the way in which domestic violence programs and services in city handle same-sex partner abuse."



Honorable Tom Bradley  
March 21, 1989  
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Action: The City Attorney will convene a task force to look at Gay and lesbian family violence. Once again, suggestions if there are welcome.

#### RECOMMENDATION 47

"The Task Force recommends that the City Attorney establish a one-year Task Force on Immigrant Family Violence, consisting of local police officers, city prosecutors, service providers and organizations representing Latino and Asian/Pacific immigrant communities, to study the needs of immigrants for education and services relating to child abuse and partner abuse, and to make specific recommendations to the city regarding culturally-relevant, multilingual education and intervention programs."

Action: A one-year task force will be established to look at the problems of the immigrant family in dealing with family-violence.

#### RECOMMENDATION 49

"The Task Force recommends that, as a two-year pilot project, the City Attorney implement an Elder Abuse Deferred Prosecution Program."

Action: We are currently examining how elder abuse cases are handled in our office and we are looking at ways in which to incorporate elder abuse into our Domestic Violence Unit. There are many fundamental problems with elder abuse cases which need to be resolved before we commence a two-year pilot project as recommended.

It is unclear exactly what a deferred prosecution program entails. There are several thoughts which come to mind:

- a) A hearing program where the offender is counselled and warned;
- b) A hearing program that not only provides warnings and counseling but also conducts a follow-up on each case to determine if there are reoccurrences; or
- c) A diversion program with referrals to appropriate agencies dealing with elder abuse.

No specific diversion provision currently exists in the Penal Code dealing with elder abuse. The current domestic violence diversion statute probably would not be applicable because the statute was intended to cover only

Honorable Tom Bradley

March 21, 1989

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those situations involving married couples. More importantly, we have little information on programs designed to treat elder abuse offenders. Without programs in place deferred prosecution would not be possible, even if there was legal authorization for such a program.

RECOMMENDATION 78

"The Task Force recommends that the Los Angeles City Attorney provide training to local prosecutors on disability and its relationship to criminal investigation and prosecution."

Action: We are very sensitive to special needs of industrial crime victims. Specifically, I have asked the Chief of our Criminal Branch to include a section on the special needs of disabled crime victims and witnesses in our City Attorney training program.

RECOMMENDATION 89

"The Task Force recommends that the City Attorney monitor the case of Yolano-Donelley Tenant Association v. Secretary of H.U.D. (federal district court number 86-0846), in which federal housing regulations (51 Fed. Reg. 11198) propose to end rent subsidies to households which cannot prove that all household members are documented residents. If the case is appealed, the City Council should authorize the City Attorney to file a friend-of-the-court brief in the appellate court challenging the regulation as overly broad and unnecessarily punitive."

Action: We are aware of Yolano-Donelley Tenant Association v. Secretary of H.U.D., and shall continue to monitor the case.

RECOMMENDATION 107

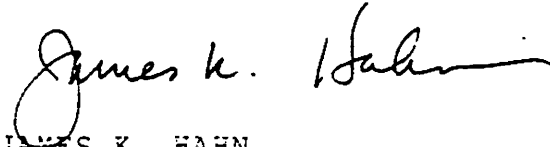
"The Task Force recommends that the City Council amend the Administrative Code provisions dealing with nondiscrimination by city contractors, adding "marital status," "sexual orientation," and "medical condition" to appropriate subdivisions of Section 10.8, Division 10, Chapter 1 of the Code. It is further recommended that the City Attorney and the Board of Public Works keep the City Council and the Mayor apprised of any additional categories which should be added as state, federal, and local nondiscrimination laws may be augmented in the future."

Action: This office will advise you and the City Council of any additional categories of persons to be added to the Administrative Code provisions dealing with nondiscrimination by City contractors.

Honorable Tom Bradley  
March 21, 1989  
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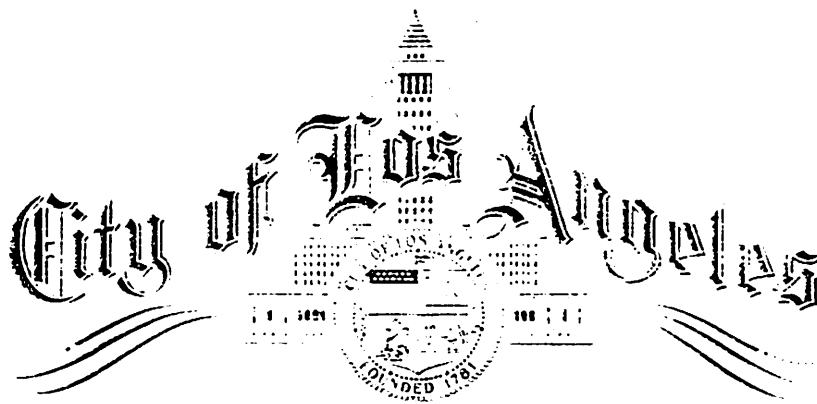
I hope this information answers your questions about the  
specific recommendations directed to my office.

Very truly yours,

A handwritten signature in cursive script that reads "James K. Hahn". The signature is written in dark ink and is positioned above the typed name.

JAMES K. HAHN  
City Attorney

JKH:CSW:jm



LOS ANGELES, CALIFORNIA 90012  
213-466-3311

OFFICE OF THE MAYOR

TOM BRADLEY  
MAYOR

October 27, 1988

Ms. Faye Washington  
General Manager  
Department of Aging  
207 South Broadway  
Los Angeles, California 90012

Dear Faye:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the Department of Aging (see recommendations 48, 68, 69, 70, 71, 72).

To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,  
*Tom Bradley*  
TOM BRADLEY  
Mayor

FAYE WASHINGTON  
GENERAL MANAGER

# CITY OF LOS ANGELES

CALIFORNIA



TOM BRADLEY  
MAYOR

DEPARTMENT OF AGING  
An Area Agency on Aging

600 S. SPRING ST., SUITE 900  
LOS ANGELES, CA 90014  
(213) 485-4685

December 19, 1988

Ms. Julie Tugend  
Office of the Mayor  
City Hall  
200 North Spring St., Room M-1  
Los Angeles, California 90012

Dear Ms. Tugend:

The final report of the Task Force on Family Diversity entitled "Strengthening Families: A Model for Community Action" is useful and timely as the City's Department of Aging is currently conducting a needs assessment of seniors living in the City of Los Angeles. This report can serve as an additional source of useful information in the development of the 1989-93 Planning and Service Area Plan. The Department of Aging, in the spirit of the Older Americans Act is committed to improving the quality of life of all seniors and targeting those seniors with the greatest amount of needs, the frail elderly 80 years and older, which according to the report is the fastest growing segment of the senior population 60 years and older. Satisfying the needs of the frail elderly means focusing on programs that comprise a comprehensive array of community based long-term care services adequate to appropriately sustain older people in their communities and homes.

The recommendations for the City of Los Angeles to sponsor a Foster Grandparent Program (Recommendation #69) and create a time-limited Joint Task Force on Intergenerational Child Care (Recommendation #70) are worthwhile ideas that will be considered as the Department of Aging continues to develop new ideas and policies that serve to meet the needs of seniors living in the City of Los Angeles. The idea of linking with the County to jointly sponsor a Foster Grandparent Program and creating a Joint Task Force, composed of the Superintendent of the Los Angeles Unified School District, the City's new child care coordinator and the Director of the City's Department of Aging conforms to the Older American Act's reliance upon Area Agencies on Aging to serve as lead coordinators in carrying out the range of functions related to advocacy, planning and inter-agency linkages.

The Department of Aging, supports, in principle, the recommendation that the City's Commission on the Status of Women review what City officials and agencies can do to improve the quality of life of older women (recommendation #68). Although we recognize that inequities and unfairness exist that create barriers to the improvement of the quality of life of older women, the services and policies conceived by the Department of Aging are for the good of all seniors. For the Department to develop programs and policies using public resources that would benefit only older women would not follow the intent of the Department of Aging to serve all seniors without regard to sex, race or religious affiliation. However, the Department of Aging does support and believe reforms must be implemented to erase the pay inequities in employment, foster the hiring of older women in government positions, equalize post-divorce economic disparity and promote the development of affordable housing for women.

Concerning the issue of shelter, the Department is currently pursuing the development of an effective housing program for seniors. The Task Force's recommendation (#72) that the City Council become involved in senior housing issues would enhance our research efforts and contribute to the development of an effective housing program that permits seniors to remain independent and prevents institutionalization and homelessness. The Department of Aging would also like the opportunity, as suggested in the final report, to serve on a task force designed to recommend improvements in the City's response to seniors' housing needs. The recommendations made by the Task Force concerning senior housing are feasible and worthwhile considerations.

The 1986 County Task Force Report on Elder Abuse proposed recommendations consisting of legislative proposals and changes, training and program development, and interagency coordination and linkages. The County Report also focused on the narrow view that caregivers are the primary offenders in elder abuse and that lesser forms of elder abuse can be approached as a problem requiring therapeutic and educational intervention. The Department of Aging supports recommendation #49 because we believe that: (1) elder abuse is not limited to the caregiver, but can be applied to anyone who has easy access to a senior and is not impeded from imposing their will on an elderly person; and (2) alternatives must be available to impede the incidences of elder abuse that do not respond to therapeutic and educational intervention. Elder abuse specialists need to be developed in law enforcement to improve the identifying and reporting of elder abuse. We believe that the Department of

Ms. Julie Tugend

- 3 -

December 19, 1988


Aging, acting as lead coordinator, with the support of the City Police Department and the City Attorney's Office can make an impact on the establishment of specialized training, statistics and tracking mechanisms on elder abuse. We also recognize that the caregiver, as a result of their role as a caregiver, is as much of a victim of elder abuse as the elder themselves. Convening an ongoing interagency Task Force on Elder Abuse, with the Department of Aging as lead coordinator, would also foster the development of rehabilitation programs for offenders in elder abuse cases.

Recommendation #71 (respite care) is also an appropriate approach to the problem of elder abuse. The Department has recently developed a Respite Care Program that has identified respite care providers in the City that can provide in-home services through the existing Multipurpose Senior Centers in the 15 Council Districts of the City. We have negotiated a contract with one of the providers, Comprehensive Nursing Services, Inc., to provide this service throughout the City.

The potential of elder abuse situations could also be greatly reduced by providing useful information to caregivers to relieve them of the stress of caregiving. The Department of Aging supports recommendation #96 that suggests that the Mayor encourage Department heads to develop more Public Service Announcements (PSAs) about the social programs and services available to seniors throughout the City. Respite Care Programs, PSAs and the development of support groups for caregivers is a more practical solution to the problem of elder abuse.

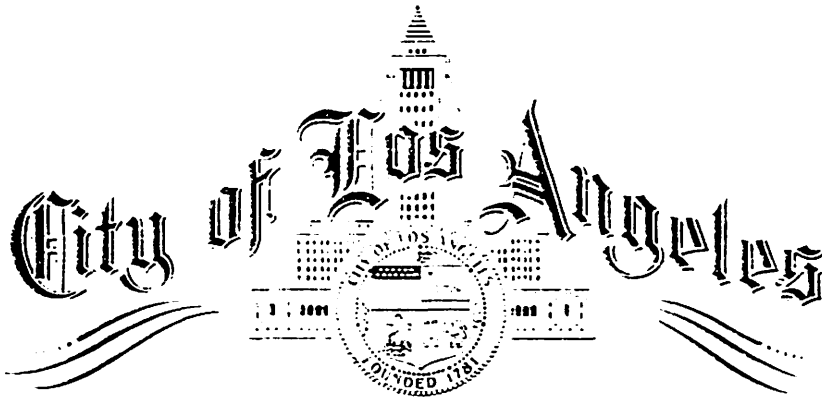
The Department of Aging hopes that our responses to your inquiries concerning the Task Force on Family Diversity's Final Report: "Strengthening Families: A Model for Community Action" will assist you in your efforts to assess the impact this report will have on the development of city programs and policies. If you should have any questions concerning this matter, please contact C. Jacob Wood, of my staff, at (213) 485-6535.

Sincerely,

  
FAYE WASHINGTON  
General Manager

FW/cjw





CITY HALL  
122 N. LOS ANGELES, CALIFORNIA 90012  
213 465 3311

OFFICE OF THE MAYOR  
October 26, 1988

TOM BRADLEY  
MAYOR

Mr. Edward J. Avila  
President  
Board of Public Works  
Room 373, City Hall

Dear Ed:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

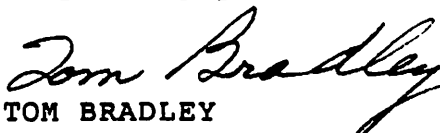
I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the Board of Public Works (see recommendations 97, 107).

To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,

  
TOM BRADLEY  
Mayor

enclosure



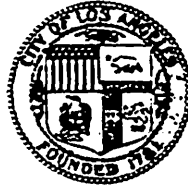
# CITY OF LOS ANGELES

BOARD OF PUBLIC WORKS  
MEMBERS

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OFFICE OF THE  
BOARD OF PUBLIC WORKS

1988 DEC 11 PM 9 09 373. CITY HALL  
LOS ANGELES, CA 90012  
B. J. McKELVEY  
SECRETARY  
GENERAL INFORMATION  
485-3381



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PRESIDENT PRO-TEMPORE  
485-3375  
KATHLEEN BROWN  
485-3377  
MYRLIE B. EVERS  
485-3378

December 8, 1988

The Honorable Tom Bradley, Mayor  
City of Los Angeles  
Room 305, City Hall  
200 No. Spring Street  
Los Angeles, CA 90012

Attention: Julie Tugend

SUBJECT: TASK FORCE ON FAMILY DIVERSITY

As requested, I reviewed the final report from the Task Force on Family Diversity entitled "Strengthening Families: A model for Community Action". In general, I believe that it is an excellent and comprehensive document that can serve as a model plan for community action.

You also asked me to specifically comment on the feasibility of implementing recommendations no. 97 and 107 which involve the Department of Public Works. Recommendation no. 97 suggests that the Office of Contract Compliance encourage networks to hire more diversified staff in positions of authority. I agree that this is a worthwhile goal, but it would be more appropriate for the Board of Public Works specifically to be involved in this recommendation. The Office of Contract Compliance, recently reassigned to the Bureau of Contract Administration, primarily deals with vendors and construction contracts and has very little involvement with the media. However, the Board has routine involvement with all aspects of the industry primarily through its Public Information and Motion Picture Coordination Offices. The Board of Public Works is committed to using its resources, to the extent feasible, to promote the goal of encouraging the networks to hire more diversified staff in positions of authority. The Board's role in this recommendation, I believe, would be one of education and encouragement rather than any actual ability to mandate such changes.

Recommendation no. 107 suggests that the City Attorney's Office and the Board of Public Works keep the City Council and the Mayor apprised of any necessary changes that need to be made to non-discrimination clauses in City contracts as a result of changes in laws. I believe that is a feasible and desirable recommendation and appropriate staff

of this Department have been instructed to provide this information, as necessary, through the Board, to the Mayor and City Council.

I appreciate the opportunity to comment on this report. If you have any further questions, please call me.



EDWARD J. AVILA, President  
Board of Public Works

EJA:MS:aa

CITY OF LOS ANGELES  
CALIFORNIA



TOM BRADLEY  
MAYOR

BOARD OF PUBLIC WORKS  
MEMBERS

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OFFICE OF THE  
BOARD OF PUBLIC WORKS

373. CITY HALL  
LOS ANGELES, CA 90012  
B. J. McKELVEY  
SECRETARY  
GENERAL INFORMATION  
485-3381

December 27, 1988

The Honorable Tom Bradley, Mayor  
City of Los Angeles  
Room 385, City Hall  
200 No. Spring Street  
Los Angeles, CA 90012

Attention: Julie Tugend

SUBJECT: TASK FORCE ON FAMILY DIVERSITY

On December 8, 1988, I responded to your letter requesting comments on the final report of the Task Force on Family Diversity. Since that date the Bureau of Engineering has provided me with additional comments on Recommendation Nos. 75, 100 and 102.

Recommendation No. 75 suggests that the City Council direct appropriate City Departments to create more curb cuts and implement other changes to insure disabled residents and their families have equal access to the center of our City and its government buildings.

The Board of Public Works, through its existing policies, strongly supports this recommendation. Curb cuts for the disabled are required by the the Board on all publicly and privately financed street improvement projects. The Board further requires access facilities for the disabled on all new public buildings and when making modifications to existing public buildings. Each year the Board also requests funding of gas tax financed projects for installing curb cuts at intersections.

Recommendation Nos. 100 and 102 deal with employee benefits and I generally agree with the report as written. The City needs to modernize its benefit system, eliminate marital status discrimination and consider an on-site dependent care center. My only concern is where the change in benefits may affect work schedules and staff availability and, as a result, adversely impact the vital services we provide. In those cases, implementation of such benefits must also be balanced against the operational needs of the Department and the City. Many of the Department's almost 6,000 employees work on teams or crews and not all work settings may be productive under flexible work schedules or lend themselves well to programs that create additional

Honorable Tom Bradley, Mayor

-2-

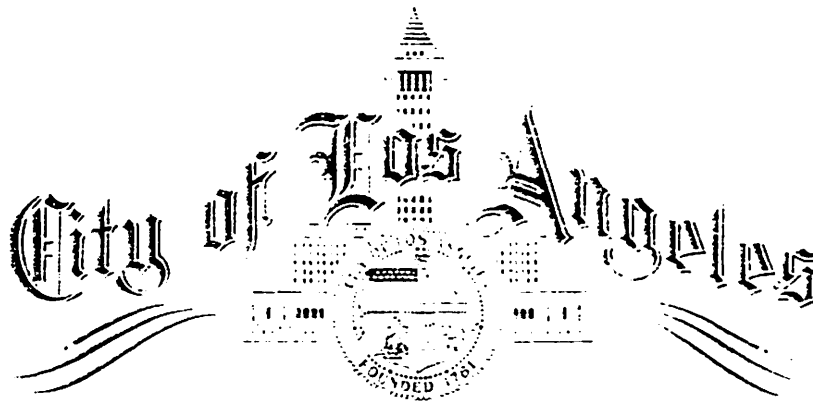
December 27, 1988

time off from the work place. Consequently, I would request that our department be consulted before changes which would affect these areas are negotiated to ensure that our various work programs continue to be performed efficiently and effectively.

I hope these additional comments are useful. If you have any questions please call me.

EDWARD J. AVILA, President  
Board of Public Works

EJA:MS:aa



OFFICE OF THE MAYOR  
LOS ANGELES, CALIFORNIA 90012  
(213) 488-3311

OFFICE OF THE MAYOR  
October 27, 1988

TOM BRADLEY  
MAYOR

Ms. Leila Gonzalez Correa  
Executive Director  
Housing Authority  
515 Columbia Avenue  
Los Angeles, California 90017

Dear Leila:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the Housing Authority (see recommendation 21,25).

To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,

TOM BRADLEY  
Mayor

enclosure



*FILE*  
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*Family Diversity*  
*Los Angeles*

**HOUSING AUTHORITY OF THE CITY OF LOS ANGELES**  
515 Columbia Avenue • Los Angeles, Calif. 90017 • Box 17157 Foy Station • 483-6440

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TRINIDAD BARAJAS  
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DORI PYE  
FRANK SAWYER

December 14, 1988

EXECUTIVE DIRECTOR  
LEILA GONZALEZ-CORREA

Honorable Tom Bradley  
Mayor of the City of Los Angeles  
City Hall - Room 305E  
200 North Spring Street  
Los Angeles, California 90012

Dear Mayor Bradley:

Thank you for giving the Los Angeles City Housing Authority an opportunity to offer its input on the final report of the Task Force on Family Diversity, "Strengthening Families: A Model for Community Action." This report offers insight into the needs of low-income families of diverse backgrounds which are the backbone of our constituency.

As the agency that serves so many of our low and very low-income families, we wish we had been a part of the study since so many of the issues discussed therein -- as many other issues that are not -- are so relevant in the context of our mission.

The report emphasizes the need for low-income housing and states that "the scarcity of low-income housing appears to be the main cause of homelessness." We certainly concur in the concept that the shortage of available low-income housing units is becoming more critical every year.

This situation is directly related to the general decline in HUD funding levels from 1981 to the present.

In 1981, HUD determined that the need for housing for lower income families was one of affordability rather than availability. Having reached this conclusion, HUD focused its efforts on programs which are "tenant-based" rather than "project-based" and undertook several efforts to reduce the Federal Government's long term financial commitment to housing for lower income families. These efforts involved several strategies.

The first approach utilized was the use of a "recapture policy." Any Public Housing Project for which funds for acquisition and construction had been reserved but not obligated (essentially, the project was not under construction or out for bid for construction) as of a date certain, the reservation of funds was cancelled and the Project cancelled. HACLA fell victim to this policy initiative to the extent of \$50 million representing the loss of a substantial number of units.

The second approach to reducing the long term commitment to Public Housing was achieved by a statutory change to the U.S. Housing Act of 1937 (the federal statutory basis for the Public Housing Program) which provided for the forgiveness of the unamortized portion of the development cost of existing Public Housing Projects. To date this provision has not been fully implemented because of disagreement between HUD and Housing Authorities as to the consequences of the loan forgiveness.

The third, and most significant, approach, from the standpoint of numbers of units, was the result of a further statutory change under which the full cost of developing a Public Housing Project was to be provided as an up-front grant. The result of this high impact effect on the federal budget was to substantially reduce the number of units which could be funded annually; for Fiscal Year 1988, the total number authorized was 5,000 units. Of the 5,000 units, HACLA was authorized to apply for funding for no more than 39 units but its applications were not funded.

Action undertaken by your administration, such as the creation of a Blue Ribbon Committee on Housing, which recently issued an excellent report with new and creative ideas regarding the provision of affordable housing have increased the awareness and sensitivity to the plight of low-income families.

The recommendation to create a City Housing Commission will go a long way towards the coordination of programs so that more affordable housing is targeted to the areas and to the families where the needs are the greatest.

For its part, the Housing Authority has undertaken actions which will directly benefit the City's low-income families, as follows:

1. The HACLA recently completed a refinancing transaction which has produced approximately \$8 million, which will be used to upgrade existing developments. Although HUD funds housing modernization programs, the funding levels are very low, and progress to complete the rehabilitation of all programs has been very slow. The infusion of \$8 million to do some of the most urgent needs at the developments will go a long way to instill pride in the residents, as we have already seen in the South Central Los Angeles developments.

2. The Housing Authority is committed to the preservation of low-income housing stock. This commitment is evidenced by the fact that we have issued an RFP for the redevelopment of Normont Terrace which requires one-on-one replacement for every unit to be demolished. In any other project, where we consider "redevelopment," now or in the future, the HACLA supports the conservation of all existing housing units.
3. In addition, the HACLA has retained a group of planning, architectural and community consultants who are conducting a comprehensive study of all twenty-one housing developments. The purpose of this study is to determine the feasibility of more effective and consistent land reuse. This study has had comprehensive input from community and resident leaders. The goals are to direct our reuse towards the enhancement of the quality of life for the very low-income families in our developments.
4. One of the issues of continuing concern to the Housing Authority is the level of criminality in the housing projects. In order to protect the lives and property of our residents, the Authority is now developing plans to install perimeter fencing at all the projects with 24-hour security guards at designated entrances, to control the access and egress of vehicles throughout the developments. This security-oriented physical improvements measure will enhance protective services to our residents.
5. The Housing Authority is working very closely with Councilmanic Offices and the Community Development Department in developing social service assistance programs. Some examples of this are:
  - a) Five pilot programs regarding the Welfare Youth Grant Program to be implemented by the Community Development Department at five of our sites.
  - b) Coordination with Councilwoman Joan Flores' Office and the Mayor's Office, which has resulted in grants from HUD for child care facilities in various developments.
  - c) Coordination with Councilman Robert Farrell's Office and the Mayor's Office, whereby a trailer was placed in Avalon Gardens for an Ombudsperson to do outreach for personal assistance programs.
  - d) The HACLA has also worked very closely with Project Build to provide pre-employment assistance at five of our sites. Project Build has also been granted state assistance for the provision of day care at some sites.



- e) In coordination with Councilman Ernani Bernardi's Office, the HACLA has filed an application with the CDD for a loan and grant to build a community center at San Fernando Gardens. Councilman Bernardi has also been very involved with the perimeter fencing issue at the development.
- f) The HACLA has been actively involved in Councilwoman Ruth Galanter's Task Force for the improvement of living conditions at Mar Vista Gardens. We are now in the process of requesting input from the residents regarding perimeter fencing.
- g) In coordination with the Chairman of Board of Public Works Ed Avila, we are now working on a program to evaluate all Housing Authority streets to determine the need for corrective action regarding potholes, lack of curbs, etc.

The Report makes reference to the Housing Authority's "operationally troubled" designation. In response to this designation, HACLA prepared and submitted to HUD a "Work Out Plan" to address those "troubled" areas. All tasks identified in the Plan have now been completed and only the administrative task of having the designation removed by the Washington HUD Central Office remains.

Another issue raised by the Report has to do with a reported "cash flow" shortage which caused withholding of rent subsidy payments to participating Section 8 landlords. This "cash flow" shortage lasted only for a few days and was resolved immediately. Steps have been taken to ensure that this situation will not reoccur. No Section 8 landlords were lost through this event.

On the contrary, the computerization of our Section 8 program and the reorganization which went from an "assemblyline" approach to a Section 8 Advisor concept has improved the relationships with landlords and tenants alike. There are nine thousand Section 8 landlords and many of them have now joined an Owners of Subsidized Housing Association which is working with our staff in improving the processing of Section 8 contracts.

Also, a program to educate landlords and families of their Fair Housing rights is woven into the Certification Session each Section 8 tenant attends when they are preparing to find a new unit. The rights, and the responsibilities, of each party are outlined and the location of a Fair Housing field office is supplied. This same information is given to each of the Section 8 owners when they initiate or renew any contract with this agency.

At this point, we also would like to correct the figures reflected in the report. The City owns 9,500 public housing units and 23,000 Section 8 units, for a total of 34,500 units. We also administer the HAPP Contract for a total of 3,800 units.

Mayor Tom Bradley  
December 13, 1988  
Page 5

The Report contains a series of ideas and recommendations that merit further study and analysis. Overall, it provides good guidelines for community action on strengthening our families. We hope that the Housing Authority will be asked to participate in any further discussion and analysis of the report.

The welfare of the low-income families of Los Angeles is very important to the Housing Authority. Any actions to strengthen the lives of our low-income families will be a welcome enhancement to the quality of life in our housing developments.

Sincerely,

  
Leila Gonzalez-Correa  
Executive Director

LGC:db

cc: Deputy Mayor Grace Davis  
Gary Squier  
Julie Tugend ✓



CITY OF LOS ANGELES  
300 N. GULF STREET, LOS ANGELES, CALIFORNIA 90012  
CITY 445-3311

OFFICE OF THE MAYOR  
October 27, 1988

TOM BRADLEY  
MAYOR

Ms. Patsy Lane  
Child Care Coordinator  
Room 1474, City Hall East

Dear Patsy:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

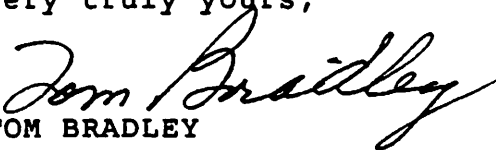
I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the Child Care Coordinator (see recommendations 39,42,70).

To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,

  
TOM BRADLEY  
Mayor

enclosure

# CITY OF LOS ANGELES

CALIFORNIA



TOM BRADLEY  
MAYOR

February 17, 1989

## CHILD CARE ADVISORY BOARD

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PATRICIA A LANE  
CHILD CARE COORDINATOR

TO: Julie Tugend, Mayor's Office

FROM: Patricia A. Lane, Child Care Coordinator

SUBJECT: RESPONSE TO THE RECOMMENDATIONS OF THE TASK FORCE ON FAMILY DIVERSITY REGARDING CHILD CARE ISSUES

The following outlines activities completed, in process and/or in the planning stages which respond to recommendations from the Task Force on Family Diversity, on those issues related to child care.

Item 34 - Mandated Employer Child Care Policies. While a mandate of child care policies for all employers in the City appears a complex legal issue, we have an active program in place designed to encourage and facilitate employers to adopt child care policies and practices. In May, 1988, we conducted an Employer Related Child Care Conference, attended by approximately 200 representatives of a small, medium and large businesses; another such conference is scheduled for May, 1989. Material on child care options is regularly distributed to employers citywide, with follow-up meetings and presentations to management on the benefits and impact of child care policies and practices on the workforce.

- Vendor Preference Limited to Bidders Offering Child Care Assistance. The City Child Care Policy commits to a vendor preference system for those bidders who have "stated child care policies", rather than limiting preference to those offering actual child care assistance. The legal guidelines on competitive bidding practices are very demanding and thus limit the types of bids and circumstances in which a vendor preference may be applied. The City is presently in the process of implementing a vendor preference system, as an implementation system approved on October 26, 1988. Beyond the legal constraints, a requirement that all City vendors must offer child care assistance may not be appropriate nor equitable, as selected home-based businesses or those with elder workforces may not demonstrate a child care need. Goals of the implementation of the Vendor Preference Policy include: the education of businesses on available options to assess and address child care needs of the workforce; adoption of policies which respond to such identified needs; encouragement and basic information on how to develop such services; and, to the extent allowed by law, preference in the bidding process for those firms with the highest level of child care assistance and a policy appropriate to their employees.

## PERSONNEL DEPARTMENT

ROOM 100, CITY HALL SOUTH  
111 EAST FIRST STREET  
LOS ANGELES CA 90012

JOHN J DRISCOLL  
GENERAL MANAGER

36. and 37. City as a Model Employer. On January 25, 1989, the City opened a child care facility in the City Hall complex to serve children of City and Federal employees. Established in partnership with the Federal government, this project demonstrates the City's commitment as a model employer in expanding the supply of quality, affordable child care available to employees. On-site child care is now available to 100 children, ages three months through five years, from 6:30 a.m. to 6:00 p.m. every business day. A second facility, Optimum House, is planned for development in late 1989, near the Convention Center. Additional sites are in the exploration stages in the Airport, Harbor and Van Nuys Civic Center areas. Further, the City is presently exploring plans to offer a flexible benefit plan which may allow employees the option of a pre-tax salary set aside for payment of child care expenses. Several existing City policies and practices demonstrate a model employer commitment to facilitate a work-family balance: flextime options, "glide time" daily work schedule alternatives, part-time positions, job sharing, accrued benefits which include leaves for maternity, family illness and other personal leave options.

38. Bonuses to Developers for Allocation of Child Care Space (Bradley-Picus Proposal). Three motions were introduced in December, 1987, to propose developer incentives: expedited processing, fee waivers and density bonuses for qualified child care projects. The expedited processing system became effective in July, 1988, offering CICED (Commercial and Industrial Coordinating and Expediting Division) assistance for single-purpose child care facilities and other projects which dedicate space to child care use and which accommodate no less than 30 children, subject to the recommendation of the Councilperson of jurisdiction. A draft for the proposed fee waiver system is now in discussion with the Building and Safety Department, and is scheduled for presentation to the Council Committee in early 1989. A density bonus proposal was drafted by the Planning Department and presented to the Planning Commission on December 1, 1988; the draft was then referred to the Personnel and Labor Relations Committee prior to further consideration. Issues to be resolved on this matter include consistency with Proposition U, potential ratio guidelines and application process. Action on the density bonus proposal is expected by mid-1989.

39. Assessment of Effectiveness in CDD funded Child Care Programs. The Child Care Coordinator has discussed the issue of program services and quality with representatives of the Community Development Department (CDD), and they indicate an interest in exploring such issues as quality enhancements and accreditation of the funded child care programs with the National Association for the Education of Young Children. CDD staff have recently completed a tour of recommended "model" local programs. A meeting was held with the Child Care Coordinator and CDD representatives to discuss a potential quality enhancement effort for 1988-1989. A first step to develop such a plan is to conduct a site visit to each CDD-funded child care program by a team of CDD staff, the Child Care Coordinator and interested professionals; these site visits have been scheduled to address no less than two locations per month. Following the site reviews, meetings of the Review Team will be conducted to proceed with identification of strengths, weaknesses, and development of an improvement plan.

41. Cafeteria Benefit Program to Include Child Care Option. The proposed cafeteria benefit program to be considered by the Personnel and Labor Relations Committee in August, 1988, reportedly includes a child care option (implementation of a pre-tax salary set aside plan, or Dependent Care Assistance Plan). While the Child Care Coordinator's Office does not have specific information on the proposed cafeteria benefit plan, material may be available from Employee Benefits.

42. Information to the City Council and Mayor on Pending Child Care Legislation. Consistent with the City Child Care Policy, an active review and recommendation system regarding local, state and federal legislation has been established. The process involves regular communication among the Child Care Coordinator, Office of the CIA, and the Legislative Committee of the City Child Care Advisory Board. In the area of legislation to improve the affordability of child care to lower and middle-income families, the City has taken a position of support on the federal Act for Better Child Care (ABC Bill, 1988), proposing \$2.5 billion dollars to expand the supply, improve the quality and increase subsidies for child care for families of limited income.

70. Intergenerational Task Force and Services. The Child Care Coordinator is presently becoming familiar with the Hoover Intergenerational Center, to learn more about program options which involve seniors in the provision of services to children. Further, in conjunction with CRA, the Child Care Coordinator is exploring the potential development of a child care facility on the grounds of Angelus Plaza, a senior housing and community service facility in downtown Los Angeles. Material on intergenerational projects has also been secured for review from the City's Department of Aging.

pal



OFFICE OF THE MAYOR  
October 27, 1988

TOM BRADLEY  
MAYOR

Mr. Daryl Gates  
Chief of Police  
Los Angeles Police Department  
150 North Los Angeles Street  
Los Angeles, California 90012

Dear Daryl:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the Police Department (see recommendations 16,76).

To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,

TOM BRADLEY  
Mayor

enclosure

Honorable Tom Bradley

Page Two

3.2.7

I strongly support Recommendation 19. This recommendation is feasible if all involved entities will work cooperatively toward the common goal of promoting the welfare of homeless youth. The establishment of an Inter-Agency Task Force would increase communication and coordination among the various agencies which provide needed services. This recommendation would also expand these services outside the Hollywood area.

Recommendation 43 is feasible if the Police Department's budget proposal to implement this unit is approved. If this program proves to be successful, and is to be expanded City-wide, additional police and clerical personnel would be needed at that time. I strongly support the concept in this recommendation and look forward to its implementation.

Recommendation 48 is also feasible, however, the entire recommendation does not appear to be necessary. It is my understanding that the recommendations of the 1986 County Task Force Report on Elder Abuse are currently being handled by the County's Adult and Senior Services Interagency Support Team (ASSIST) activated by the County Board of Supervisors. ASSIST is comprised of representatives of the County Department of Community Senior Citizen Services, Department of Mental Health and the County's Chief Administrative Officer. For this reason, there may be no need for an interagency task force on elder abuse to address these recommendations.

An interagency task force on elder abuse might be necessary, however, to coordinate City and County services for both the City and County residents. With this purpose in mind, the task force should be limited to the Department on Aging and appropriate County social service agencies.

Additional training on elder abuse, and evaluation of City and County record and referral systems for elder abuse incidents are also feasible. The Police Department currently keeps records on elder abuse incidents which result in a crime, an arrest, or physical injury involving an elderly person. Police record keeping systems for other types of elder abuse incidents would require modification to Department's reporting procedures and computer programming changes.

Recommendations 66 and 77 may not be needed. Recommendation 66 is already being accomplished by the Los Angeles Unified School District Board of Education (LAUSD) Anti-Violence Gang Task Force. The LAUSD task force was established on May 2, 1988, by an LAUSD Board Resolution, and appears to be working toward the same goals described in Recommendation 66.

Recommendation 77 is also feasible, however, I do not believe there is a need for a Police Advisory Council on Disabilities. Members of this Department currently identify needs for training and provision of services to the disabled through the Section 504 Self Evaluation Survey. This survey is completed annually pursuant to Section 504 of the Rehabilitation Act of 1973.



Honorable Tom Bradley  
Page Three  
8.2.7

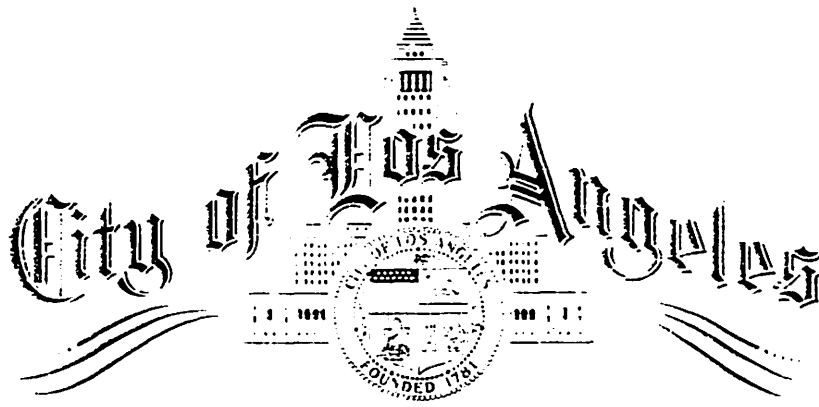
In addition to recommendations made from the 504 Survey, the Police Department provides training to recruit officers on encounters with deaf and disabled persons. Similar training is also provided through the Personnel Department's Windmills Program, however, this training is not mandated for in-service police officers.

Recommendations 16, 19, 43, and 76 would enable the Police Department to continue its present course in providing leadership and increased Police Department involvement in areas of social concern. Police involvement serves as a catalyst for appropriate social agencies in providing a better level of service to often neglected segments of our society. This involvement would provide increased attention to the problems of homeless and disabled persons, and provide intervention and referral services for potentially abused children and their families. This involvement would also provide the Police Department with valuable information which could be used in maintaining a high level of service to all residents of Los Angeles.

I am hopeful that the Police Department will be provided with the resources needed to implement these recommendations.

Very truly yours,

DARYL F. GATES  
Chief of Police



TO ALL  
OFFICIALS OF THE CITY OF LOS ANGELES  
DATE: 10/26/88

OFFICE OF THE MAYOR  
October 26, 1988

TOM BRADLEY  
MAYOR

Ms. Jamar Andrea Muench  
Executive Director  
Commission on the Status of Women  
Room 550, City Hall East

Dear Ms. Muench:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the Commission to the Status of Women (see recommendations 6, 7, 68).

To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,

*Tom Bradley*  
TOM BRADLEY  
Mayor

enclosure

CITY OF LOS ANGELES  
INTER-DEPARTMENTAL CORRESPONDENCE

TO: HONORABLE TOM BRADLEY, MAYOR  
CITY OF LOS ANGELES

FROM: SUSAN J. ROSE, Executive Director  
Commission on The Status Of Women  
by: Norma Ingram, Assistant to the Executive Director

RE: FAMILY DIVERSITY TASK FORCE REPORT

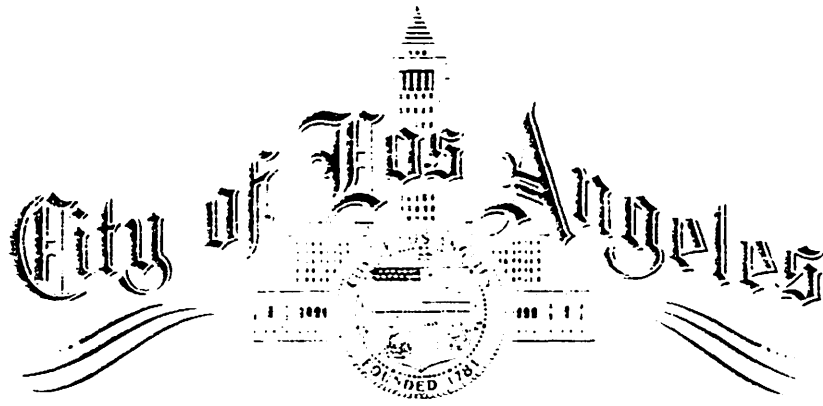
In response to your request for the Commission's reactions to the Taskforce on Family Diversity's Final Report "Strengthening Families: A Model for Community Action", while there was no general reaction to the report as a whole, we did take an active part in the development of the report through the participation of Commissioner Diane Goodman.

We have expressed great interest in the concepts enumerated in sections 6, 7, and 68 of the report. We are supportive of legislation that address these specific needs and we will continue to monitor their progress, as well as deal with them programmatically.

Please except our apologies for the lateness of this reply. The letter asking for the response never arrived at the Commission office. We were unaware of the request until we were notified by Tom Coleman of the Taskforce.

Let us know if we can be of further assistance.

SR:NI



OFFICE OF THE MAYOR  
CITY OF LOS ANGELES  
215 W. 4th St.  
LOS ANGELES, CALIFORNIA 90012

OFFICE OF THE MAYOR

TOM BRADLEY  
MAYOR

October 27, 1988

Mr. William R. McCarley  
Chief Legislative Analyst  
Room 253, City Hall

Dear Bill:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the CLA (see recommendation 12).

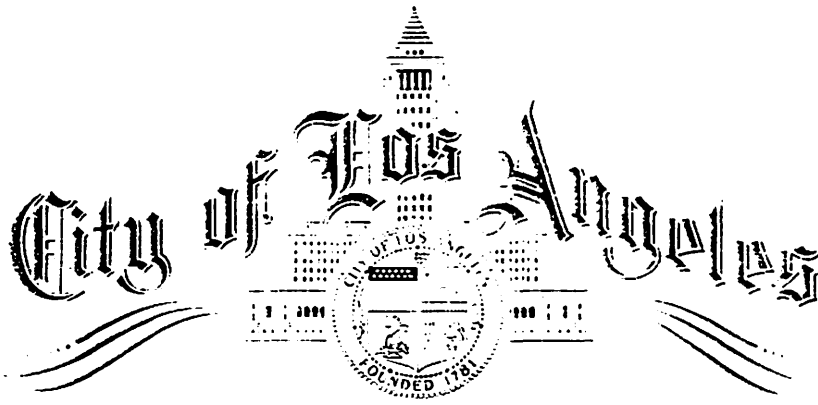
To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,

TOM BRADLEY  
Mayor

enclosure



CITY HALL  
LOS ANGELES, CALIFORNIA 90012  
213 475 3311

OFFICE OF THE MAYOR

TOM BRADLEY  
MAYOR

October 27, 1988

Mr. Frank V. Kroeger  
General Manager  
Department of Building and Safety  
Room 411, City Hall

Dear Frank:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the Building and Safety Department (see recommendation 26).

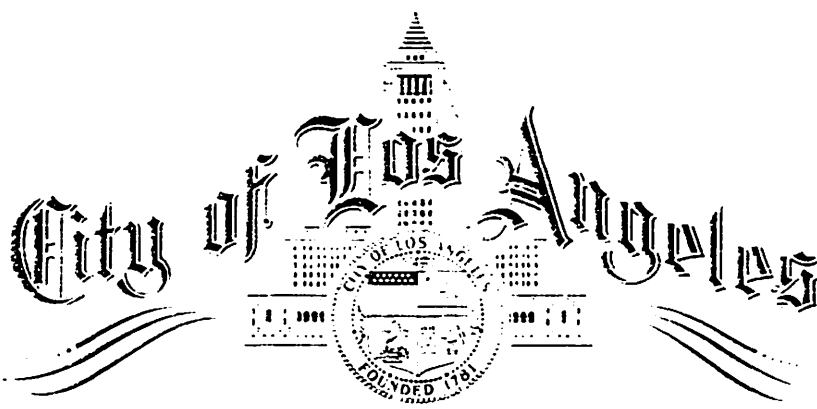
To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,

*Tom Bradley*  
TOM BRADLEY  
Mayor

enclosure



CITY HALL  
LOS ANGELES, CALIFORNIA 90012  
213 445.3311

OFFICE OF THE MAYOR  
October 26, 1988

TOM BRADLEY  
MAYOR

Mr. Donald R. Howery  
General Manager  
Transportation Department  
Room 1200, City Hall

Dear Don:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the Transportation Department (see recommendation 73).

To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,

A handwritten signature in cursive script that reads "Tom Bradley".

TOM BRADLEY  
Mayor

enclosure



CITY HALL  
125 N. GLENN ST., LOS ANGELES, CALIFORNIA 90012  
213-485-3311

OFFICE OF THE MAYOR

TOM BRADLEY

October 27, 1988

Mr. Kenneth C. Topping  
Director  
Planning Department  
Room 561, City Hall

Dear Ken:

On May 19, 1988, the Task Force on Family Diversity issued its final report entitled "Strengthening Families: A Model for Community Action." The report suggests 110 ways in which city government, in cooperation with other public-sector and private-sector agencies, can help improve the quality of life for Los Angeles families.

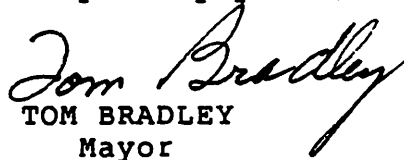
I am transmitting a copy of the report to you because I believe that it will help your agency to better assess the needs of contemporary families and to develop policies and programs that will effectively address these needs in the coming years.

In general, I would like your general reactions to the findings and recommendations of the Task Force on Family Diversity. In particular, I would like your assessment regarding the feasibility of implementing the recommendations specifically directed to the Department of Planning (see recommendation 13).

To obtain additional copies of the Task Force report for others in your agency, please contact Thomas F. Coleman at (213) 258-8955.

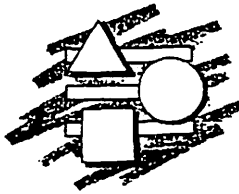
I would appreciate your response no later than December 15, 1988. Please send your reply to the attention of Julie Tugend in my office.

Very truly yours,

  
TOM BRADLEY  
Mayor

enclosure

# FAMILY DIVERSITY PROJECT



THOMAS F. COLEMAN  
EXECUTIVE DIRECTOR

P.O. BOX 65756  
LOS ANGELES, CALIFORNIA 90065  
(213) 258-8955  
FAX (213) 258-8099

28. The Task Force recommends that the Mayor and the City Council support a 1988 insurance reform ballot initiative containing strong provisions on rate regulation, antitrust protections, consumer advocacy, and conflict of interest. The measures which most closely would meet these goals are those proposed by either the Insurance Consumers Action Network (ICAN) or access to justice (voter's revolt).

## ELDER ABUSE

\* Develop master plan for city agencies to deal effectively with elder abuse.

Contact: Faye Washington  
L.A. City Dept. of Aging  
(213) 485-6725

\* Create pilot project for deferred prosecution of elder abuse cases.

Contact: Faye Chu  
L.A. City Attorney's Office  
(213) 485-4515

48. The Task Force recommends that the Department on Aging convene an ongoing interagency Task Force on Elder Abuse, to include representatives from the Department on Aging, the City Attorney's Office, the Los Angeles Police Department, the County Adult Protective Services, the County District Attorney's Office, the County Department of Mental Health, as well as three seniors' rights advocates, to build upon the 1986 County Task Force Report on Elder Abuse, and to develop further recommendations: to develop the role of the Department of Aging in coordinating intergovernmental services dealing with elder abuse; to examine the feasibility of training specialists on elder abuse within the domestic Violence Units of the police department and the City Attorney's Office; to evaluate current record-keeping, tracking, and referral systems of city and county agencies with jurisdiction over elder abuse; and to make other recommendations to improve municipal programs and services for victims of elder abuse.

49. The Task Force recommends that, as a two-year pilot project, the City Attorney implement an Elder Abuse Deferred Prosecution Program.

## OLDER WOMEN

\* Promote action by local government to help improve quality of life for older women.

Contact: Norma Ingram  
L.A. City Women's Commission  
(213) 485-6533  
  
June Dunbar  
L.A. County Women's Commission  
(213) 974-1455

68. The Task Force recommends that the city's Commission on the Status of Women review what city officials and agencies can do, directly or indirectly, to improve the quality of life of older women, especially in the areas of pay equity, divorce law reform, respite care, housing, and access to health care. Although the city may have limited jurisdiction to take direct action in these areas, it certainly can urge county, state, and federal officials and agencies to implement necessary reforms, such as:

- a. Hiring older women in government positions;
- b. Instituting pay equity at all levels of government employment;
- c. Reforming divorce laws to equalize the post-divorce economic disparity between the parties; and
- d. Promoting the development of affordable housing for older women.

## FOSTER GRANDPARENTS

\* Encourage city and county to jointly sponsor a foster grandparent program.

Contact: Rita Lynch  
Councilman John Ferraro's Office  
(213) 485-3337

69. The Task Force recommends that the City of Los Angeles sponsor a Foster Grandparent Program. The Intergovernmental Relations Committee of the City Council could initiate a proposal whereby the city and the county could jointly sponsor a Foster Grandparent Program. However, if joint sponsorship with the county cannot be accomplished in an expeditious manner, the Council and the Mayor should approve a city sponsored Foster Grandparent Program to be implemented no later than the 1989-1990 budget year.

## EMPLOYEE BENEFITS (Dependent Care)

\* Make dependent care available to city employees as a benefit.

Contact: Mayor Tom Bradley's Office  
(213) 485-4438

101. The Task Force recommends that any plan extending child care benefits to employees should be expanded to include elder care, in essence, making both "dependent care" benefits.

102. The Task Force recommends that the Mayor issue an executive order directing the Personnel Department to review current city personnel practices and authorize it to take whatever steps are necessary, including meeting and conferring with employee groups, to modify and enhance the city's role as a model employer in the area of dependent care, flexible work schedules, expanded maternity and paternity leave, and the use of leaves to care for elderly dependent relatives. Additionally, the Mayor should direct Project Restore, which is presently



## INTERGENERATIONAL CHILD CARE

- \* Promote involvement of older adults in existing and planned child care services.

Contact: Patsy Lane  
L.A. City Child Care  
Coordinator  
(213) 485-6708

70. The Task Force recommends that the City of Los Angeles create a time-limited Joint Task Force on Intergenerational Child Care. This should be a joint venture of the city's new Child Care Coordinator, the director of the city's Department of Aging, and the Superintendent of the Los Angeles Unified School District. These officials should convene such a task force by October, 1988. The task force should explore ways to promote intergenerational involvement in the delivery of day care services to school-age children in the City of Los Angeles. Within one year after it is convened, the task force should issue a report recommending ways to expand the participation of seniors in current day care programs. The report should also explore the possibility of developing intergenerational day care programs, such as those operating in New York City, which combine on-site child care programs with adult day care programs.

## RESPIRE CARE

- \* Assess, develop, and implement programs providing respite services to individuals caring for seniors.

Contact: Faye Washington  
L.A. City Dept. of Aging  
(213) 485-6725

71. The Task Force recommends that the city's Department of Aging assess the need for, and help develop and implement, programs that would provide temporary respite for individuals caring for older adults. Specifically, the Task Force recommends:

(a) The Department of Aging identify existing respite programs currently operating in the city which are of high quality and which address the needs of caregivers.

(b) The department, in conjunction with senior multipurpose centers, should promote existing and develop new support groups for caregivers. These groups provide information on specific conditions and illnesses, and community resources, while serving as a forum for sharing feelings with others similarly situated.

(c) The department should develop and distribute training guides in several languages for volunteer and paid respite care workers.

(d) The department should sponsor or develop public service announcements (PSAs) to publicize respite services in the city. These PSAs should be formulated in several languages and be placed to reach various cultural and ethnic groups in the city.

(e) The department should work with the County of Los Angeles in supporting and implementing the county's Master Plan for Respite Care Services.

## HOUSING RIGHTS

- \* Create mechanisms to protect the housing rights of seniors.

Contact: Faye Washington  
L.A. City Dept. of Aging  
(213) 485-6725

72. The Task Force recommends that the City Council:

(a) establish an ombudsman's office for seniors' grievances regarding housing matters.

(b) adopt an ordinance prohibiting landlords from increasing rents when a senior previously living alone shares his or her apartment with a roommate, unless the existing rent payment includes utilities other than water.

(c) create a time-limited Interagency Task Force on Seniors' Housing Issues, comprised of staff members from the Department of Aging, Community Development Department's Home Program, Rent Stabilization Board, City Housing Authority, and one representative from each multipurpose center in the city, for the purpose of recommending improvements in the city's response to seniors' housing needs.

To order copies of the Final Report of the Task Force on Family Diversity, contact:

FAMILY DIVERSITY REPORT, P.O. Box 65756, Los Angeles, CA 90065 / (213) 258-8955

October 3, 1988

Dear Mr. Coleman -

On behalf of the Southern California Interfaith Coalition on Aging, we thank you for your presentation at our Annual Meeting.

It was the best we have had, and the most appropriate. It was a real inspiration and gives us a new sense of direction.

It seems we picked a bad day for getting a good attendance, but we did keep the faith with our Jewish friends.

Thank you for inviting Gaye Washington and Jay Chiu.

You will be hearing from us again.

Sincerely,  
Roselle Smith



**COUNTY OF LOS ANGELES**  
**COMMISSION ON HUMAN RELATIONS**

Rabbi Martin B. Ryback  
**President**  
Ray Bartlett  
**Vice President**  
Morris Kight  
**Vice President**  
Eleanor R. Montañó  
**Vice President**  
Hay Yang  
**Secretary**  
Rev. Msgr. William J. Barry  
Vito Cannella  
Albert DeBlanc  
Rev. Paul G. Jochen  
Melanie E. Lomax  
Minnie Lopez Martín  
Dr. John Phalen  
James M. Riewer  
Patricia Russell  
Catherine G. Stern  
John Anson Ford (1883-1983)  
Philip R. Valera  
Rabbi Alfred Wolf  
**Honorary Members**  
Eugene S. Mornell  
**Executive Director**

June 7, 1988

Mr. Thomas F. Coleman, Esq.  
P. O. Box 65756  
Los Angeles, CA 90065

Dear Mr. <sup>Tom</sup> Coleman:

Thank you for agreeing to talk about the Final Report of the Task Force on Family Diversity at our Commission meeting on Monday, June 20, 1988. I hope that Chris McCauley is able to join you, and we very much look forward to this discussion.

The Commission meets at noon in Room 1184 of the Hall of Records, 320 West Temple Street, downtown Los Angeles, and you will be first on the agenda. We will expect a presentation of 15 to 30 minutes followed by 15 to 30 minutes of questions and discussion, for a total of about 45 minutes.

As you know, the Commission's focus is prejudice and discrimination in Los Angeles County, and some emphasis on those sections of the report that deal with these issues would be most helpful to us. I realize that the report is very comprehensive, however, and I am sure that the Commissioners will also be interested in a summary of the full range of issues you cover. I am also sure that they will want to read the report after this meeting, and I would ask that you bring 15 copies for them, if at all possible.

If you will park in the "Five Star" parking lot at 145 North Broadway, between Temple and First Street, we will validate your parking ticket.

Sincerely,

Eugene S. Mornell

ESM:PJ



**COUNTY OF LOS ANGELES**  
**COMMISSION ON HUMAN RELATIONS**

**Morris Kight**  
**President**

**Ray Bartlett**  
**Vice President**

**Eleanor R. Montafio**  
**Vice President**

**Hay Yang**  
**Vice President**

**Rev. Paul G. Jochenk**  
**Secretary**

**Rev. Magr. William J. Barry**

**Vito Cannella**  
**Albert DeBlanc**  
**Melanie E. Lomax**  
**Minnie Lopez Martin**  
**Dr. John Phalen**  
**James M. Riewer**  
**Patricia Russell**

**Rabbi Martin B. Ryback**  
**Catherine G. Stern**

**John Anson Ford (1883-1983)**

**Philip R. Valera**  
**Rabbi Alfred Wolf**  
**Honorary Members**  
**Eugene S. Mornell**  
**Executive Director**

September 26, 1988

Los Angeles County Commission for Women  
383 Hall of Administration  
500 West Temple Street  
Los Angeles, CA 9002

Dear Commissioners:

On Monday, September 19, 1988 the Los Angeles County Commission on Human Relations voted to send you a copy of the Report of the Los Angeles City Task Force on Family Diversity for your review.

We believe that you will find the report provocative and some of its recommendations on issues related to women worthy of your discussion.

Yours truly,

For the Commissioners

*Morris Kight*  
Morris Kight

MK:CC:PJ

Enclosure

# Los Angeles Unified School District

COMMISSION FOR SEX EQUITY

ADMINISTRATIVE OFFICES: 450 NORTH GRAND AVENUE, ROOM H-256, LOS ANGELES, CALIFORNIA 90012

MAILING ADDRESS: BOX 3307, LOS ANGELES, CALIFORNIA 90051

TELEPHONE: (213) 625-4004

LEONARD M. BRITTON  
Superintendent of Schools  
CONNIE LaFACE-OLSON  
Director

August 29, 1988

Ms. Lorna Round  
Assistant Superintendent  
Office Of Elementary Instruction  
Room A-309

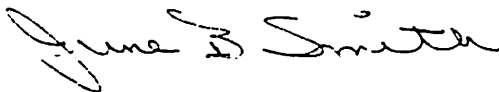
Dear Ms. Round:

At the August 25th meeting of the Community Affairs Committee, it was proposed and agreed upon that the Education Commissions will hold a joint meeting to receive and review the Final Report, "Strengthening Families: A Model for Community Action," prepared by the Los Angeles City Task Force on Family Diversity.

As discussed at the meeting, Board Members welcomed the opportunity to have Commissions meet, to receive information from the Co-Chairperson, Mr. Christopher McCauley and to then receive community input on the recommendations for the city schools (pgs. 57-73).

We welcome this opportunity to share this report with you and look forward to the positive dialogue that this report will generate throughout all communities in the District.

Sincerely,



June B. Smith  
Chair  
Commission for Sex Equity

JBS:c

Enclosure

# Los Angeles Unified School District

COMMISSION FOR SEX EQUITY

ADMINISTRATIVE OFFICES: 450 NORTH GRAND AVENUE, ROOM H-256, LOS ANGELES, CALIFORNIA 90012

MAILING ADDRESS: BOX 3307, LOS ANGELES, CALIFORNIA 90051

TELEPHONE: (213) 625-4004

LEONARD M. BRITTON  
Superintendent of Schools  
CONNIE LaFACE-OLSON  
Director

October 7, 1988

Mr. Thomas F. Coleman  
Special Consultant  
P. O. Box 65756  
Los Angeles, CA 90065

Dear Mr. Coleman:

Thank you for your succinct and effective presentation on the Final Report of the Family Diversity Task Force. I have received several calls this morning and all have been enthusiastic, positive, and most appreciative of your time and effort.

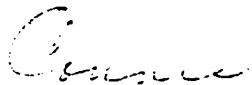
As of this morning, the next meeting of all six Education Commissions with you will be on Wednesday, November 9, 1988, from 6:00 p.m. to 7:30 p.m. in the Board Room, H-160. If everyone attends, there could be 180 people. I have also extended the invitation to other interested persons in each of the communities that we serve. I will keep you informed of any changes, etc.

Again, thank you for your outstanding efforts on our behalf, including two flights of stairs with arm loads of reports. They are most appreciated and will be enthusiastically distributed beginning this evening with the Asian Pacific American Education Commission.

If you need additional information, or have any other questions, please do not hesitate to give me a call at (213) 625-4004.

See you on the 9th.

Sincerely,



Connie LaFace-Olson  
Director  
Commission for Sex Equity

CLO:c

The 6 Commissions Are:  
American Indian Education Commission  
Asian/Pacific American Ed. Commission  
Black Education Commission  
Mexican American Education Comm'n  
Commission for Sex Equity  
Special Education Comm'n (Disability)

LOS ANGELES UNIFIED SCHOOL DISTRICT

LEONARD M. BRITTON  
*Superintendent of Schools*

***American Indian Education Commission***

ADMINISTRATIVE OFFICES: 450 NORTH GRAND AVENUE, H-246, LOS ANGELES, CALIFORNIA 90012

MAILING ADDRESS: BOX 3307, LOS ANGELES, CALIFORNIA 90051

TELEPHONE: (213) 625-6375

ALICIA STEVENSON  
*Director*

October 24, 1988

Mr. Thomas F. Coleman  
P.O. Box 65756  
Los Angeles, CA 90065

Dear Mr. Coleman:

On behalf of the American Indian Education Commission, I would like to thank you for providing each Commissioner with a copy of the Final Report submitted by the Task Force on Family Diversity.

The Commissioners were impressed with the quality and depth of the report. They look forward to the November 9, 1988 meeting to prioritize the recommendations contained in the section on Education and City Schools.

The Commissioners look forward to meeting you at the aforementioned meeting.

Sincerely,



Alicia Stevenson  
Director

/jck

# LOS ANGELES CITY TASK FORCE ON FAMILY DIVERSITY

December 12, 1988

Education Commissioners  
Los Angeles Unified  
School District  
P.O. Box 3307  
Los Angeles, CA 90051

Dear Commissioners:

At the suggestion of the Community Affairs Committee of the Board of Education, members of the six education commissions reviewed the report and recommendations of the Task Force on Family Diversity. Copies of the report were distributed to all commissioners. Task Force members met with commissioners and answered their questions. More than 50 commissioners answered questionnaires which indicated their level of support for recommendations in the area of education.

Summary of Survey Results. The ballots have been tabulated and the results are attached. The overwhelming majority of commissioners responding to the survey support all of the education recommendations proposed by the Task Force on Family Diversity.

Top 10 Recommendations. The following recommendations received the greatest level of support from commissioners responding to the survey: expand peer counseling programs (rec. #52); sponsor seminars on AIDS (rec. #53); implement model curriculum on human rights (rec. #55); adopt statewide anti-slur policy (rec. #58a); adopt districtwide code of behavior (rec. #58c); conduct classroom exercises on prejudice and intolerance (rec. #58d); implement model curriculum on suicide prevention (rec. #54); provide more on-site school child care (rec. #59); implement district's anti-gang task force (rec. #66); include culture of disability in mandatory cultural curriculum (rec. #79).

Report to Board of Education. The report of the Task Force and the results of the survey of education commissioners will be presented to the Community Affairs Committee of the Board of Education in January. You will be notified in advance of the exact date of this presentation.

Thank you for taking time out of your busy schedules to review our report participate in our survey.

Very truly yours,



THOMAS F. COLEMAN  
Principal Consultant



# LOS ANGELES CITY TASK FORCE ON FAMILY DIVERSITY

## RECOMMENDATIONS (Per Implementing Agency/Official)

Agency	Recommendation	Page in Report
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### LOS ANGELES UNIFIED SCHOOL DISTRICT AGENCIES/OFFICIALS

*Recommendation  
number*  
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#51	Commit Additional Resources to Train Teachers in Family Life Education Curriculum .....	64
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#66	Convene Commission on Youth Gangs .....	66
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#### SUPERINTENDENT OF SCHOOLS:

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#52	Develop Peer Education and Counseling Program as Component in Family Life Education Curriculum at All High Schools and Junior High Schools .....	64
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COUNCILMEMBER  
**MIKE HERNANDEZ**  
First Council District

City Hall, Room 380  
Los Angeles, CA 90012  
(213) 485-3451

District Office  
163 S. Ave. 24  
Room 202  
Los Angeles, CA 90031  
(213) 485-0763

November 15, 1991

Hon. School Board Members  
Los Angeles Unified School District  
480 North Grand Avenue  
Los Angeles, CA 90012

Dear School Board Members:

On Monday, November 18th, you will be voting on a motion, proposed by Mr. Jeff Horton, to form a Gay and Lesbian Education Commission. I am writing to support the formation of this Commission, and ask that you direct the Superintendent to outline and implement procedures for its establishment.

At the City level, a report entitled "Stenghtening Families: A Model for Community Action" was recently executed by the City's Task Force on Family Diversity, convened by Councilmember Michael Woo. The Task Force report makes reference to the fact that LAUSD has been in the forefront of passing very progressive policies dealing with issues of the changing dynamics of the modern family. Such issues include AIDS, teenage pregnancy, suicide and subatance abuse.

The issues which Gay and Lesbian teenagers face today in Los Angeles City schools are much the same as those faced by other minorities. They are confronted on a daily basis with acts of hate and alienation merely because of their sexual orientation, much like other children are as a result of their skin color.

I urge you to look favorably upon Mr. Horton's proposal to form a Gay and Lesbian Education Commission. Especially at a time when discrimination and fear of AIDS is at an all-time high, it is our responsibility as policy makers to do what's best for the children of our city. Forming this task force, in my view, is the right thing to do at this time.

Sincerely,

MIKE HERNANDEZ, Councilmember  
First District

MH/dh  
lgcomm

**ZEKE ZEIDLER**  
419 South Juanita Avenue  
Redondo Beach, CA 90277  
(310) 316-8427

November 14, 1991

Henry and Margarita Contreras  
Fax number (916) 925-8850

Dear Henry and Margarita,

As we discussed on the telephone today, the Los Angeles Board of Education will be voting on Monday, November 18 to form a Gay and Lesbian Education Commission. School Board Member Jeff Horton is presenting this proposal in light of the fact that the School Board already has commissions to deal with issues of concern for other communities.

The issues which a Gay and Lesbian Education Commission would consider are very wide ranging. First, there are the issues which concern Gay and Lesbian teenagers: extremely high rates of substance abuse and suicide, acts of hate committed on campus, and the need for specialized counseling. Next, there are issues of concern to Gay and Lesbian teachers: sick leave, bereavement leave, and job discrimination. Finally, there are general issues such as curriculum development.

Gay and Lesbian youths face a very hard time as they grow up. This painful experience is exacerbated by the lack of role models and a curriculum which discusses their lives. Most textbooks still use examples of the "traditional family" with a mother, father, and 2.5 children. This can be very alienating, not only for Gay or Lesbian students and the children of Gay or Lesbian parents, but also for the majority of students who do not live in this "model" family.

These issues were addressed in the recommendations of the Los Angeles City Family Diversity Task Force and the California Privacy Commission. I am enclosing some of the relevant discussion from each of the Final Reports of each of these bodies. Ms. Roybal-Allard's involvement in this issue would be very appropriate in light of the State Privacy Commission's recommendations. I hope that she will take out a few moments to voice his support of this proposal.

Another issue which will be coming before the school board in the next few months is the recommendations of the AIDS Task Force. Community meetings are currently being held throughout the city to inform parents and other community members of the recommendations. The most controversial aspects of the report are to provide condoms in jr. and sr. high schools and to provide AIDS education starting in the 5th grade. Condoms are already distributed on the 3 campuses which have clinics. Any support which Ms. Roybal-Allard can give in the coming months would be appreciated.

Thank you for passing on these concerns.

Sincerely,

Zeke Zeidler

Attachments  
ZZ:bh

**ZEKE ZEIDLER**  
419 South Juanita Avenue  
Redondo Beach, CA 90277  
(310) 316-8427

November 14, 1991

Liz Diaz  
Office of City Councilmember Mike Hernandez  
Fax number 485-~~9~~907

Dear Ms. Diaz,

As we discussed on the telephone today, the Los Angeles Board of Education will be voting on Monday, November 18 to form a Gay and Lesbian Education Commission. School Board Member Jeff Horton is presenting this proposal in light of the fact that the School Board already has commissions to deal with issues of concern for other communities.

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These issues were addressed in the recommendations of the Los Angeles City Family Diversity Task Force and the California Privacy Commission. I am enclosing some of the relevant discussion from the Final Report of the Task Force. Mr. Hernandez' involvement in this issue would be very appropriate in light of the City Task Force's recommendations. I hope that he will take out a few moments to voice his support of this proposal.

Thank you for considering my concerns.

Sincerely,

  
Zeke Zeidler

Attachments  
ZZ:bh

**Municipal Elections Committee of Los Angeles**

**Candidate Questionnaire**

After a two-year study, the Los Angeles City Task Force on Family Diversity issued a report with 110 recommendations to improve the quality of life for local families.

Many of the family diversity recommendations are of direct interest to the lesbian and gay community. MECLA wants to know where candidates for public office stand on these issues. Therefore, this questionnaire is being distributed to candidates seeking MECLA's endorsement.

Some of these issues will be discussed during interviews of candidates.

\* \* \* \* \*

**Instructions**

1. Indicate your position (support, oppose, uncertain) on each recommendation by checking the appropriate box.

2. If you have any comments or questions regarding a particular recommendation, write them on the back side of each page.

3. If you have not received the Task Force report and would like one, a copy can be obtained from the MECLA office.

4. If you would like to discuss a recommendation prior to submitting your completed questionnaire, you may call Thomas F. Coleman at (213) 258-8955 or David Link at (213) 661-3382.

5. Submit your completed questionnaire to MECLA at the time of your scheduled interview.

YOUR NAME \_\_\_\_\_ DATE \_\_\_\_\_

**CITY OF LOS ANGELES:  
DOMESTIC PARTNERSHIPS**

SUPPORT →  
OPPOSE →  
UNCERTAIN →

81. The Task Force recommends that the Legislature's Joint Select Task Force on the Changing Family recognize the diversity in the relationships of contemporary couples, whether married or unmarried, and suggest ways in which the state can strengthen these important family bonds.

Suggest Ways in Which State Government Can Strengthen Domestic Partnerships and Marital Relationships .....

83. The Task Force recommends that literature prepared by, and educational programs conducted by, the state Department of Fair Employment and Housing and local fair housing councils specifically mention that state laws prohibit housing discrimination against unmarried couples. The Task Force also recommends that the Los Angeles Apartment Owners Association periodically communicate this message to their members.

Update Literature to Include Discrimination Against Unmarried Couples .....

84. The Task Force recommends that the state departments of Health Services, Social Services, and Mental Health promulgate regulations amending Title 22 of the California Administrative Code to prohibit discrimination based on marital status and sexual orientation in connection with conjugal visits and shared sleeping quarters for adults in licensed health care facilities.

Adopt Regulations Prohibiting Discrimination Against Unmarried Couples .....

85. The Task Force recommends that business establishments discontinue the practice of extending consumer discounts on the basis of marital status. The Task Force also recommends that the City Council request an opinion from the City Attorney regarding the legality of such pricing disparity under current municipal and state civil rights laws that prohibit marital status and sexual orientation discrimination. If current law prohibits businesses from extending discounts to consumer couples on the basis of their marital status, then associations such as the Chamber of Commerce should educate members regarding their obligations under the law. If such pricing practices are not presently illegal, then the City Council should adopt an ordinance to prohibit such discrimination by businesses operating in the City of Los Angeles.

Render Opinion on Legality of Consumer Discounts Based on Marital Status .....

86. The Task Force recommends that the Joint Select Task Force on the Changing Family study and propose revisions in laws regulating causes of action based on wrongful death, loss of consortium, and negligent infliction of emotional distress, so that the rights of domestic partners as victims and survivors may be more adequately and equitably protected by California law.

Propose Revisions in Laws on Loss of Consortium, Wrongful Death, and Infliction of Emotional Distress .....

**Employee Benefits**

104. The Task Force recommends that the City Council amend the City Administrative Code to include the term "domestic partner" in the list of "immediate family" relationships for which an employee is entitled to take family sick leave and bereavement leave. The following definition of "domestic partner" should be adopted, and the city's Personnel Department should be authorized to establish appropriate procedures to verify the domestic partnership status of employees who claim eligibility for sick leave or bereavement leave:

Amend Administrative Code to Provide for Sick Leave and Bereavement Leave for Workers With Domestic Partners .....

100. The Task Force recommends that the City Council give approval to the Personnel Department to move forward with the implementation phase of the proposed flexible benefits program. The Task Force also recommends that the City Council resolve to eliminate marital status discrimination in the distribution of benefits pursuant to its benefits programs.

Eliminate Marital Status Discrimination in the Administration of Benefits Programs .....

82. The Task Force recommends that public and private employers, unions, and insurance companies in Los Angeles phase domestic partnership coverage into the employee benefits programs of the local workforce.

Provide Domestic Partnership Coverage in Employee Benefits Programs .....

SUPPORT ✓  
OPPOSE ✓  
UNCERTAIN ?

# CITY GOVERNMENT

## Departments and Commissions

UNCERTAIN →  
OPPOSE →  
SUPPORT →

105. The Task Force recommends that the following actions be taken in connection with the city's Human Relations Commission:

(a) In keeping with the Commission's mandate to propose legislation and programs promoting intergroup harmony, the Commission should develop and annually update a "Policy Statement on Human Relations" for inclusion in the city's legislative policy statements.

Develop "Policy Statement on Human Relations" .....

(b) The Commission should take whatever administrative action is necessary to insure that its Annual Report is filed with the Mayor and distributed to interested parties in a timely manner.

(PROBLEM CORRECTED)

(c) The Commission should adopt a plan of action to revitalize its operations. A consultant might be hired to assist the Mayor and the Commission in facilitating such a revitalization program.

Revitalize Its Operations .....

CURRENTLY IN PROGRESS;  
NEEDS ADEQUATE BUDGET / EXEC. DIRECTOR

106. The Task Force recommends that the City Commission on Human Relations investigate the problem of hate violence and submit a report to the City Council and the Mayor outlining what actions city officials and agencies can take to more effectively eradicate this behavior.

Investigate Hate Crimes Against Minorities .....

107. The Task Force recommends that the City Council amend the Administrative Code provisions dealing with nondiscrimination by city contractors, adding "marital status," "sexual orientation," and "medical condition" to appropriate subdivisions of Section 10.3, Division 10, Chapter 1 of that code. It is further recommended that the City Attorney and the Board of Public Works keep the City Council and the Mayor apprised of any additional categories which should be added as state, federal, and local nondiscrimination laws may be augmented in the future.

Amend Code Prohibiting Nondiscrimination by City Contractors .....

108. The Task Force recommends that the Mayor and the City Council conduct a thorough review of the appointment process and operations of the city's commissions, for the purpose of making the commissions more representative and effective.

Review Appointment Process and Operations of City Commissions .....

109. The Task Force recommends that the City Council and the Mayor establish a Commission on Family Diversity to begin operating in budget year 1989-90. This report, and its background documents, will serve as a foundation for the initial operations of a Family Diversity Commission.

Support Creation of a Commission on Family Diversity .....

UNCERTAIN ?  
OPPOSE ✓  
SUPPORT ✓

**CITY OF LOS ANGELES:  
INSURANCE**

SUPPORT →  
OPPOSE →  
UNCERTAIN →

29. The Task Force recommends that the state Insurance Commissioner declare various practices against unmarried couples to be "unfair practices," including the refusal to issue a joint renter's or homeowner's policy to an unmarried couple living together in a jointly owned or jointly rented residence, the denial of discounts to unmarried couples while granting such discounts to married couples, and the refusal to allow a life insurance applicant to name a non-spousal life mate as a beneficiary.

Declare Various Practices Against Unmarried Couples to Be "Unfair Practices" .....

30. The Task Force recommends that the Mayor and the City Council communicate to the state Insurance Commissioner their concern about lifestyle discrimination by insurance companies, asking the Commissioner to outlaw lifestyle discrimination as an unfair business practice.

Communicate to State Insurance Commissioner Concern About Lifestyle Discrimination .....

31. The Task Force recommends that the Insurance Commissioner routinely refer complaints of lifestyle discrimination to other agencies with possible jurisdiction. If the Commissioner receives a complaint of lifestyle discrimination from an insurance consumer and declines to take action, the letter of complaint should be forwarded to the Attorney General for possible relief under the Unruh Act. Such referrals will enable the Attorney General to determine if a discriminatory pattern or practice exists. The Attorney General can then either take direct action or refer the matter to the appropriate district attorney or city attorney.

Refer Complaints of Lifestyle Discrimination to Other Agencies with Possible Jurisdiction .....

32. The Task Force recommends that the Los Angeles City Attorney specifically request that the state Insurance Commissioner forward to the City Attorney copies of lifestyle discrimination complaints involving transactions occurring in the City of Los Angeles. This will enable the City Attorney to determine if unfair business practices are occurring in the city so that such patterns and practices can be enjoined.

Request State Insurance Commissioner to Forward Copies of Lifestyle Discrimination Complaints .....

33. The Task Force recommends that the City Attorney convene an Insurance Task Force on Lifestyle Discrimination. Representatives of the Attorney General's Office, the Insurance Commissioner's Office, the State Department of Fair Employment and Housing, civil rights groups, consumer protection groups, and the insurance industry should be invited to participate on the Task Force. The purpose of the Insurance Task Force would be to make recommendations to improve the manner in which lifestyle discrimination is handled by state and local agencies with apparent jurisdiction over arbitrary or unfair business practices.

Convene Task Force on Lifestyle Discrimination Against Insurance Consumers .....

**CITY OF LOS ANGELES:  
FAMILY VIOLENCE AND ABUSE**

**Partner Abuse**

44. The Task Force recommends that the City Attorney convene a one-year Task Force on Gay and Lesbian Family Violence, comprised of police personnel, city prosecutors, community agencies, shelter staff, and representatives from the lesbian and gay community, to examine the problem of gay and lesbian partner battery, to assess the needs that exist, and to make specific recommendations to improve the way in which domestic violence programs and services in the city handle same-sex partner abuse.

Convene a Task Force on Gay and Lesbian Family Violence .....

45. The Task Force recommends that the City Council and the Mayor urge the California Legislature to extend the protections afforded to victims of opposite-sex battery under Penal Code Section 273.5 to include victims of same-sex domestic violence as well.

Urge Legislature to Amend Domestic Violence Laws to Provide Equal Protection Against Same-Sex Battery .....

SUPPORT ✓  
OPPOSE ✓  
UNCERTAIN ?



**CITY OF LOS ANGELES:  
EDUCATION AND SCHOOLS**

SUPPORT →  
OPPOSE →  
UNCERTAIN →

**Curricula: Family Life Education**

50. The Task Force recommends that the Board of Education of the Los Angeles Unified School district examine the manner in which homosexuality is presently treated by the curriculum, with a view toward establishing clearer and more explicit goals and learning objectives about this topic. For example, more emphasis might be placed on the inappropriateness of prejudice and discrimination against people with a minority sexual orientation.

Examine Treatment of Subject of Homosexuality in Family Life Education Curriculum

51. The Task Force recommends that additional resources be committed to the training program so that its completion can be accelerated. In addition, the expertise of gay and lesbian educators and other professionals should be used in appropriate parts of the training, which has not been the case so far.

Commit Additional Resources to Train Teachers in Family Life Education Curriculum

52. The Task Force recommends that each junior high school and each high school in the district develop a peer education and counseling program as a component of their family life education classes.

Develop Peer Education and Counseling Program as Component in Family Life Education Curriculum at All High Schools and Junior High Schools

53. The Task Force recommends that throughout the 1988-89 and 1989-90 school years, the school district sponsor seminars and other educational forums on the subject of AIDS, utilizing films, print media, and public speakers, so that within the next two years, all administrators, teachers, counselors, students and parents in the district have heard the essential facts about AIDS, including the modes of its transmission and the means of its prevention.

Sponsor Seminars on AIDS

**Programs: Gay and Lesbian Youth**

63. The Task Force recommends that the State Superintendent of Public Instruction and the Los Angeles Unified School District Board of Education implement the recommendations made five years ago by the Privacy Commission with respect to nondiscrimination on the basis of sexual orientation in the employment of teachers and other school personnel.

Implement Privacy Commission Recommendations on Employment Nondiscrimination

64. The Task Force recommends that a seminar on homosexuality be offered for staff members employed at the school-based clinics.

Conduct Seminar on Homosexuality for Staff at School-Based Clinics

65. The Task Force recommends that the Superintendent of the Los Angeles Unified School District convene a committee of administrators, counselors, teachers, and student body leaders to develop plans to implement the following recommendations:

a. The district should institute Adult Education classes on homosexuality.

b. The district should review literature in school libraries to ensure that each school library contains sensitive and relevant books, articles, and brochures on gay and lesbian issues.

c. The district should publish a directory listing social service agencies and other resources related to gay and lesbian issues which are available to teachers, counselors, students and parents.

d. The district should expand Project 10 so that specialized education and counseling services are available to gay and lesbian teens on every high school campus in the district.

Convene Committee to Develop Plans to Expand School District Programs Dealing With Homosexuality

SUPPORT ✓  
OPPOSE ✓  
UNCERTAIN ?

SUPPORT →  
OPPOSE →  
UNCERTAIN →

**Curricula: Prejudice, Violence, and Human Rights**

55. The Task Force recommends that the Superintendent of the Los Angeles Unified School District and the members of the Los Angeles Board of Education take steps to incorporate the new Model Curriculum on Human Rights and Genocide effectively into the district's history and social studies classes.

Incorporate Model Curriculum on Human Rights and Genocide into History and Social Studies .....

56. The Task Force recommends that the State Superintendent of Public Instruction direct both the Intergroup Relations Office and the School Climate Unit of the State Department of Education, in consultation with experts on this subject, to incorporate the issue of homophobia into their programs.

Adopt an Anti-Slur Policy and Disseminate Such to Every School District in the State .....

57. The Task Force recommends that the American Jewish Committee and the Los Angeles Unified School District find ways to expand Hands Across the Campus beyond the racial-ethnic-religious model so that students also learn about oppression based on disability prejudice, "homophobia," and sexism.

Expand "Hands Across the Campus" Program to Include Disability Prejudice, Homophobia, and Sexism .....

58. The Task Force recommends that the following actions be taken to deal with the problems of name calling and bullying:

a. The State Superintendent of Public Instruction should adopt a statewide anti-slur policy and disseminate that policy to every school district throughout the state.

Direct Intergroup Relations Office and School Climate Unit to Incorporate "Homophobia" Education into Their Programs .....

b. The State Department of Education should sponsor a statewide practicum for educators, counselors, and teachers on schoolyard bullying to develop specific suggestions on dealing with this problem in California schools.

Sponsor Practicum on Schoolyard Bullying .....

c. The Superintendent of the Los Angeles Unified School District should establish a "Code of Student Behavior" which, consistent with First Amendment principles, contains policies against harassment which often takes the form of bullying, as well as racial, ethnic, religious, or sexual slurs. The code should mention specific remedial and/or punitive consequences for such harassment.

Adopt "Code of Student Behavior" Against Harassment Such as Slurs and Bullying .....

d. Each teacher in the Los Angeles Unified School District should conduct a classroom exercise for establishing rules of acceptable classroom behavior. Students themselves could help determine the roots of intolerance and prejudice in name calling, and should be advised of the specific remedial and/or punitive consequences of verbal harassment.

Conduct Classroom Exercises on Prejudice and Intolerance .....

**Curricula: Suicide Prevention**

54. The Task Force recommends that the Los Angeles Unified School District immediately implement all components of the model curriculum on youth suicide prevention — including teacher training, instruction and counseling of students, and parent awareness meetings — on a district-wide basis.

Implement All Components of the Model Curriculum on Youth Suicide Prevention .....

SUPPORT ✓  
OPPOSE ✓  
UNCERTAIN ?

**PUBLIC POLICY AND THE  
DEFINITION OF FAMILY**

12. The Task Force recommends that lawmakers, such as the City Council and the state Legislature, and those with responsibility for drafting and analyzing proposed legislation, such as the Chief Legislative Analyst and City Attorney at the local level and the Legislative Counsel at the state level, should be sensitive to the fact that "family" now is a term of art, capable of many variable definitions. When the term family is used in proposed legislation, the Task Force encourages such officials to consider relevant definitional options and to favor *inclusive* rather than *exclusive* terminology.

Use Inclusive Definition of Family in Drafting Proposed Legislation

SUPPORT →

OPPOSE →

UNCERTAIN →

**FAMILIES OF LOS ANGELES COUNTY**

9. The Task Force recommends that the Los Angeles County Board of Supervisors establish a County Task Force on Family Diversity to study the problems experienced by contemporary families in the county and to recommend ways in which family-related county programs can better serve the needs of Los Angeles families. A two-year task force of this nature could synthesize information available from county agencies and commissions, hold public hearings, solicit advice from professionals in public and private sector agencies serving local families, and issue a comprehensive report to assist the Board of Supervisors and county departments to meet the challenges posed by changing family demographics and family structures.

Convene County Task Force on Family Diversity

10. The Task Force recommends that the Los Angeles County Commission on AIDS continually study the impact of AIDS on family relationships for the purpose of recommending ways in which public and private sector agencies could better assist spouses, lifemates, parents, siblings, and other immediate family members of people with AIDS in coping with the myriad of problems caused by the disease.

Continually Study Impact of AIDS on Families

**CITY OF LOS ANGELES:  
FAMILY DEMOGRAPHICS**

14. The Task Force recommends that the City Council retain the services of an authoritative research organization to assist the city in arriving at a reliable estimate of the number of lesbian and gay adults residing in Los Angeles. Confidential research methodologies should respect the privacy, and guarantee the anonymity of any residents who participate in the study.

Retain Research Organization to Develop Reliable Estimate of Gay/Lesbian Adult Residents

**CITY OF LOS ANGELES:**

**Housing Discrimination**

25. Since housing discrimination persists, the Task Force recommends that the City Attorney and the city's Housing Coordinator cooperate with the Fair Housing Councils to develop a plan to deter landlords from engaging in unfair housing practices and to educate families of their housing rights.

Develop Plan to Educate Landlords and Families Regarding Fair Housing Rights of Families

SUPPORT ✓

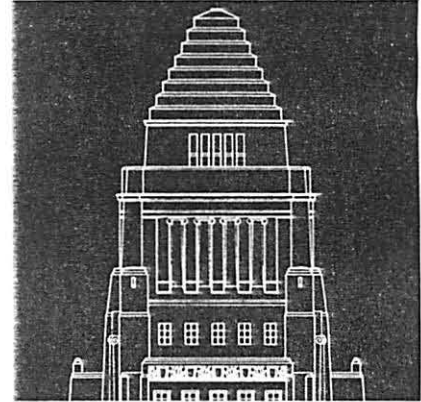
OPPOSE ✓

UNCERTAIN ?

# Councilman Michael Woo

City of Los Angeles  
13th District

November 20, 1991



Mr. Thomas F. Coleman  
Executive Director  
Family Diversity  
P.O. Box 65756  
Los Angeles, CA 90065

Dear Tom:

Thank you so much for your recent communication to my office and for your excellent legislative suggestions for continuing the implementation of certain recommendations of the Task Force on Family Diversity.

As you know my legislative plate is quite full at this time and I must defer for a later period certain recommendations. I am however committed in the near future to plug up the "loop-holes" in the city-contract and non-discrimination ordinance and will call upon you and the Task Force for assistance.

Thanks again for all your "creative juices" and diligent efforts. I applaud all the hard work the Family Diversity project has put forth.

Sincerely,

MICHAEL K. WOO  
Councilman

MKW:ESsc

Chair  
Governmental Efficiency Committee

Vice Chair  
Public Works Committee

Member  
Community Redevelopment and Housing Committee

Mailing Address:  
City Hall, Room 218  
200 North Spring Street  
Los Angeles, CA 90012  
(213) 485-3353

District Offices:  
4640 Hollywood Boulevard  
Los Angeles, CA 90027  
(213) 485-6471  
12229 Ventura Boulevard  
Studio City, CA 91604  
(818) 989-8099



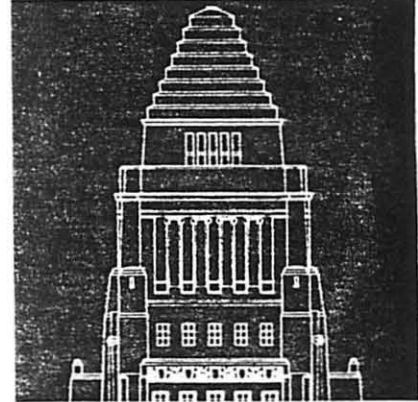
# News

Councilman Michael Woo

City of Los Angeles  
13th District

FOR IMMEDIATE RELEASE  
May 8, 1992

CONTACT: Julie Jaskol  
(213) 485-3353



## WOO INTRODUCES HUMAN RIGHTS LEGISLATION

Councilman Michael Woo recently introduced two motions designed to protect city employees from discrimination. Woo's motions extend sick and bereavement leave benefits to non-union city employees who are in domestic partnerships, and add language to the City Administrative Code that prohibits employment discrimination based on medical condition and marital status.

"The City should lead the way as an employer that recognizes the rights of all its employees," said Woo. "We must do all that we can to honor and support employees' families, including the non-traditional families that are more and more prevalent."

In 1991, as a result of a previous Woo motion, the City granted sick and bereavement leave to certain unions as a part of their employment contracts. The motion Woo introduced last week allows non-union employees to exercise the same right to time off in the event a domestic partner is ill or dies.

---

Mailing Address:

City Hall, Room 218  
200 North Spring Street  
Los Angeles, CA 90012  
(213) 485-3353

District Offices:

4640 Hollywood Boulevard  
Los Angeles, CA 90027  
(213) 485-6471  
12229 Ventura Boulevard  
Studio City, CA 91604  
(818) 989-8099

Woo's second motion makes the City Administrative Code consistent with the federal and state codes in banning discrimination based on medical condition or marital status. This would prevent not only the City but its contractors from such discrimination.

"Local government can't continue to mouth aphorisms about the family without providing real, tangible support for families," said Woo. "These two motions are ways in which we can make it easier for families to survive, without discriminating against non-traditional families."

M O T I O N

The City annually awards contracts for millions of dollars to businesses citywide. The current law allows the awarding of contracts only to businesses or persons who have complied with Federal and State non-discrimination and Affirmative Action provisions as well as those of the City of Los Angeles.

Currently the Federal and State codes address and prohibit discrimination based on medical condition (other than pregnancy) and marital status. The City Administrative Code does not specifically address "medical condition" or "marital status" thus leaving open the possibility of discrimination to a significant segment of our citizens seeking employment.

In an effort to protect all citizens of the City the current law should be strengthened by amending the Administrative Code to prohibit discrimination on the basis of "medical condition" and "marital status".

I THEREFORE MOVE that the City Attorney prepare and present amendments to the City Administrative Code (Division 10, Sec 10.8) and other documents as may be necessary to include language similar to the State Government Code (Section 12920), prohibiting discrimination on the basis of "medical condition" and "marital status" in awarding City contracts.

I FURTHER MOVE that the City Attorney report on this matter to the Human Resources and Labor Relations Committee within 30 days.

PRESENTED BY \_\_\_\_\_  
Michael Woo  
Councilman, 13th District

SECONDED BY \_\_\_\_\_

M O T I O N

On July 16, 1991, the Council passed an ordinance approving a Memorandum Of Understanding between the AFSCME union, representing the City's clerical staff and the City. One of the milestones of this agreement was a benefit extending to AFSCME represented employees, family leave and bereavement leave arising from the illness or death of any person residing in the immediate household of the employee provided the employee completes an affidavit claiming a domestic partner.

As a matter of equity and consistency it is important that all employees, including, non-represented employees share in this significant benefit.

I THEREFORE MOVE that the City Attorney prepare and present an ordinance to amend the City Administrative Code (Division 4, Sec 4.127.1 and 4.129) and any other documents as may be necessary to extend to non-represented employees the same type of benefits extended to the City's clerical units with regards to the Domestic Partner provisions under family and bereavement leave.

I FURTHER MOVE that the City Attorney report on this matter to the Human Resources and Labor Relations Committee within 30 days.

PRESENTED BY \_\_\_\_\_  
Michael Woo  
Councilman, 13th District

SECONDED BY \_\_\_\_\_