

A G E N D A

REGULAR MEETING ORANGE COUNTY HUMAN RELATIONS COMMISSION

Thursday, November 13, 2025, 11:00 A.M.



County Administration South
601 N. Ross St., Multipurpose Room, 1st Floor
Santa Ana, California 92701

****Members of the public may attend and participate remotely by following the instructions below.****

LAUREN JOHNSON-NORRIS
Chair

JO-ANNE P. MATSUBA
Vice Chair

ADA BRICEÑO
Commissioner

TAI DO
Commissioner

MARY IZADI
Commissioner

MICHAEL KENT
Commissioner

RABBI RICK STEINBERG
Commissioner

Chief Operating Officer
Jessica Witt

Clerk of the Commission
Jamie Ross, Deputy

*The Orange County Human Relations Commission welcomes you to this meeting. This agenda contains a brief general description of each item to be considered. The Commission encourages your participation. If you wish to speak during Open Forum, please complete a speaker request form, available at the entrance of the Multipurpose Room, and return to the Clerk or press *9 or the "Raise Hand" feature following the Chair's invitation from the public to speak. Once acknowledged and prompted by the Chair or Clerk, you may begin to speak. Except as otherwise provided by law, no action shall be taken on any item not appearing in the agenda. When addressing the Commission, please state your name for the record prior to providing your comments.*

The Orange County Human Relations Commission shall not hold a meeting, deliberate, or vote unless the number of members participating constitutes a quorum of the Orange County Human Relations Commission.

**** INSTRUCTIONS FOR PUBLIC ATTENDING THE MEETING REMOTELY ****

Members of the public may observe and participate in the meeting telephonically or via the internet as described below. To attend the meeting via teleconference please call:

- iPhone one-tap: US: +16699009128, 84666035777# Passcode 091900# or + 16694449171, 84666035777# Passcode 091900# or
- Telephone: Dial (for higher quality, dial a number based on your current location): US: +1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 301 715 8592 or +1 312 626 6799 or +1 646 558 8656
Enter Webinar ID: 84666035777# Passcode 091900# (once you enter this code, you should be automatically connected to the call; you will remain on the line until meeting begins) or
- Internet: Use the following link:
<https://us02web.zoom.us/j/84666035777?pwd=w7ohJlJ6AU5qa1YB72j2v0EqdvD4JB.1>

****In compliance with the Americans with Disabilities Act, those requiring accommodation for this meeting should notify the Clerk of the Board's Office 72 hours prior to the meeting at (714) 834-2206****

AGENDA – ORANGE COUNTY HUMAN RELATIONS COMMISSION MEETING, THURSDAY, NOVEMBER 13, 2025

A G E N D A

All supporting documentation is available for public review online at: <https://ceo.oc.gov/human-relations-commission> and in the office of the Clerk of the Board of Supervisors located in the County Administration North, 400 W. Civic Center Dr., 6th Floor, Santa Ana, California 92701 during regular business hours, 8:00 a.m. - 5:00 p.m., Monday through Friday.

11:00 A.M.

1. Call the Meeting to Order
2. Opening quote/reflection – Chair Johnson-Norris
3. Monthly Summary of Commission Activities

OPEN FORUM

At this time members of the public may address the Commission on any matter within the jurisdiction of the Commission. The Commission or Chair may limit the length of time each individual may have to address the Commission.

HEARING/SPEAKER/PRESENTATION: (Item None)

ACTION ITEMS: (Item 4)

4. Approve 2026 Human Relations Commission Meeting Calendar

INFORMATION ITEMS: (Items 5 – 9)

5. Receive update on 2024 Hate Crime Report
6. Receive and file memorandum from Orange County District Attorney's Office on Department of Justice (DOJ) Hate Crimes Grant
7. Receive update from County Executive Office
8. Update from OC Chiefs & Sheriff
9. OCSD Interfaith Council Update

ADJOURNED

NEXT MEETING:

February 5, 2026 Regular Meeting, 11:00 a.m. (pending approval of item 1)

Schedule of Opening Quote/Reflection November 2025 - 2026

Commissioner	Month
Johnson-Norris	November 2025
Matsuba	February 2026
Briceño	May 2026
Do	August 2026
Izadi	November 2026



Orange County Human Relations Commission

Memorandum

November 13, 2025

To: Orange County Human Relations Commission

From: Jessica A. Witt, Executive Director

Subject: 2026 Human Relations Commission Meeting Calendar

Background:

On January 7, 2025, the Orange County Board of Supervisors updated the Orange County Human Relations Commission (HRC) Bylaws which included updates to the HRC meeting calendar to quarterly. At the November meeting, the HRC approves the calendar for the following year.

Discussion:

The following meeting schedule is recommended for 2026. The meetings will take place at the County Administration South Multi-Purpose Room. The meetings will continue to be on the second Thursday of the month at 11 a.m. with the exception of the February meeting which will take place on February 5th due to a County holiday the second week of February.

Proposed dates for the 2026 Commission Meetings are as follows:

- February 5, 2026
- May 14, 2026
- August 13, 2026
- November 12, 2026

Recommended Action:

Approve 2026 Meeting Calendar for the Orange County Human Relations Commission.



Orange County Human Relations Commission

Memorandum

November 13, 2025

To: Orange County Human Relations Commission

From: Jessica A. Witt, Executive Director

Subject: Department of Justice Hate Crimes Grant Activity Update

Background:

In 2023, the Orange County District Attorney's Office (OCDA) was awarded a \$1.6 million grant through the Matthew Shepard and James Byrd, Jr. Hate Crimes Program at the U.S. Department of Justice (DOJ). As part of the hate crimes grant received the OCDA office convened a working group for the creation of a hate incident/hate crime reporting and data tracking portal.

Discussion:

The OCDA is seeking feedback from the Human Relations Commission on the hate incident/hate crime reporting and data tracking portal.

Recommended Action:

Receive and file memorandum from the District Attorney's Office on the DOJ Hate Crimes Grant.

MEMO

OFFICE OF THE DISTRICT ATTORNEY
AND PUBLIC ADMINISTRATOR
TODD SPITZER



November 4, 2025

TO: Human Relations Commission
FROM: Susan Price, Senior Assistant District Attorney
SUBJECT: DOJ Hate Crimes Grant: Activity Update

OCDA looks forward to providing a live update on our Hate Crimes Grant at the HRC meeting in February 2026.

In the meantime, we wanted to provide an update on the creation of a hate incident/hate crime reporting and data tracking portal.

We convened a working group meeting on 10/13/25. The members of the working group were:

- OSCD (Captain Anderson),
- HRC (Mary Izadi),
- CEO (Chrislyn Nefas),
- United Way- 211 Project (Liz Andrade, Amanda Bustos) and
- OCDA: (Suzie Price, Kimberly Edds, Courtney Glazer-Mapfumo, and Crystal Hincks)

The group provided initial feedback for the intake form and after additional modifications from the group, a draft form was created. The draft is attached for your review. A link to the form can be found here:

<https://forms.office.com/g/NgaQC0dJpY>

We ask the HRC to review the form and provide feedback directly to me at susan.price@ocdapa.org.

Once we have your feedback, we will circulate the template to various CBOs and BOS offices to get additional feedback.

Once finalized the draft will be uploaded onto the OCDA website, and a QR code will be generated so that other entities can link to the database through their own agencies and include it in their outreach and education materials.

We hope that the form is ready to go “live” in early 2026.

Please don’t hesitate to reach out if you have any questions.

DRAFT- Hate Incident/Hate Crime Reporting Portal- Intake Form

Preamble

The County of Orange and the Office of the District Attorney remain committed to ensuring the safety and security of everyone in our community. Hate incidents and crimes will never be tolerated in Orange County, and it is imperative that we have accurate data involving these types of activities so that we can effectively combat hate together as one community.

This form is designed to collect information about hate incidents which include acts of hostility, intimidation, or discrimination that appear to be motivated by bias against a person's identity or perceived identity. It will also allow us to connect victims to services to assist them.

This form can be used to report an incident in which you were directly targeted, witnessed the event, or are reporting on behalf of someone else. Your report helps us better understand the nature and frequency of hate incidents in our community and informs our efforts to respond, support those affected, and prevent future harm.

This form will take approximately 10-15 minutes to complete. You may remain anonymous by selecting the appropriate box at the end of the form. Any personal information you do provide will be kept confidential and used only for follow-up or support purposes, if requested.

If this is an emergency or if someone is in immediate danger, please call 911.

About the Reporter

- **What is your role in relation to the incident?**

(Select one)

- I am the person targeted
- I am a witness
- I am reporting on behalf of someone else (this branches to the questions below)
 - I represent a community organization (branch to question below)
 - **What community organization do you represent? (text box)**
 - I represent a school/school district (branch to question below)
 - **What school district do you represent? (text box)**

- **How many people were targeted in the incident?**

- 1
- 2-5
- 6-10

- 10+
- I don't know

- **What was/is the frequency of the incident?**

- Single event
- Reoccurring

Section 2: Incident Details

- **Date and time of the incident (if known):**

- Date:
- Time:

- **City where the incident occurred**

- Drop down list of cities in OC include unincorporated Orange County

- **Type of location of the incident:**

- Physical address or description of location (branch to question below)
 - **Type of location (Select all that apply)**
 - Public space (e.g., street, park)
 - School or university
 - Workplace
 - Private residence
 - Business or store
 - Other:
- Digital location (online/phone) (branch to question below)
 - **Type of online/digital location (Select all that apply)**
 - Website
 - Social media platform
 - Phone (call/voicemail/text)
 - Other:

- **Type of incident (select all that apply)**
 - Physical violence or assault
 - Verbal harassment, aggression, or threats
 - Hate speech or slurs
 - Online harassment or cyberbullying
 - Property damage or vandalism
 - Intimidation or stalking
 - Graffiti or offensive symbols
 - Discrimination or denial of service
 - Distribution of hate materials (flyers, posters, etc.)
 - Social exclusion or isolation
 - Doxxing (publishing private information online)
 - Other (please describe):
- **Please describe the incident:**
(Open text box)

Section 3: Motivation and Protected Characteristics

- **What do you believe was the motivation for this incident?**
(Select all that apply)
 - Race or ethnicity
 - American Indian or Alaska Native; Asian; Black or African American; Native Hawaiian or Other Pacific Islander; and White
 - National origin
 - Country of origin (text box)
 - Religion or faith
 - Christianity, Islam, Hinduism, Buddhism, Judaism, and other
 - Sexual orientation

- Heterosexual, homosexual (gay and lesbian), bisexual, pansexual, asexual, queer, other
- Gender identity or expression
 - Cisgender, transgender, non-binary, agender, other
- Disability
 - Physical, cognitive, developmental, other
- Age
 - Age (text box)
- Language or accent
 - Language spoken (text box)
- Immigration status
 - Immigration status (text box)
- Political Affiliation or expression
 - Political affiliation (text box)
- Other:

Section 4: Reporting and Response

- **Have you already reported this incident to any of the following:**
 - Law enforcement (branch to ask which agency it was reported to)
 - **If yes, which agency was it reported to? (Open text box)**
 - Report number of incident reported to law enforcement
 - Agency or other organization (branch to selection of agencies)
 - **If yes, which agency was it reported to? (Open text box)**
 - Other:
 - Unsure/unknown
 - **No (branch to next question)**
- If the incident has not been reported to law enforcement or any other agency, are you planning to report it anywhere else than this form?
 - **No, and not planning to report anywhere else**
 - Yes
 - Where will you report?

- Law enforcement
- Community agency
- Other:

Section 5: Additional Information

- **Is there anything else you would like to share?**
(Open text box)
- **May we reach out to you to offer supportive services or ask more questions about the incident?**
 - No (branch to comment below)

If you change your mind, you can contact a Waymaker victim advocate at:
www.waymakersoc.org/supporting-victims
(949) 250-4058

- Yes (branch to contact info questions below)
 - Contact Information
 - Name:
 - Email:
 - Phone: