

**SUBJECT: SOCIAL JUSTICE TASK FORCE**  
**INITIATED BY: COUNCILMEMBER SEPI SHYNE**  
**MAYOR LINDSEY P. HORVATH**

**PREPARED BY: COMMUNITY & LEGISLATIVE AFFAIRS DIVISION**  
(John Leonard, Manager)  
(Andi Lovano, Supervisor)

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**STATEMENT ON THE SUBJECT:**

The City Council will consider directing staff to create a Social Justice Task Force to advise on social and racial equity issues in the community and provide policy recommendations to the City Council to address systemic racism for the City of West Hollywood. The Task Force members are intended to reflect the Black, Indigenous, and People of Color (BIPOC) community members who live, work, or own businesses in the City of West Hollywood.

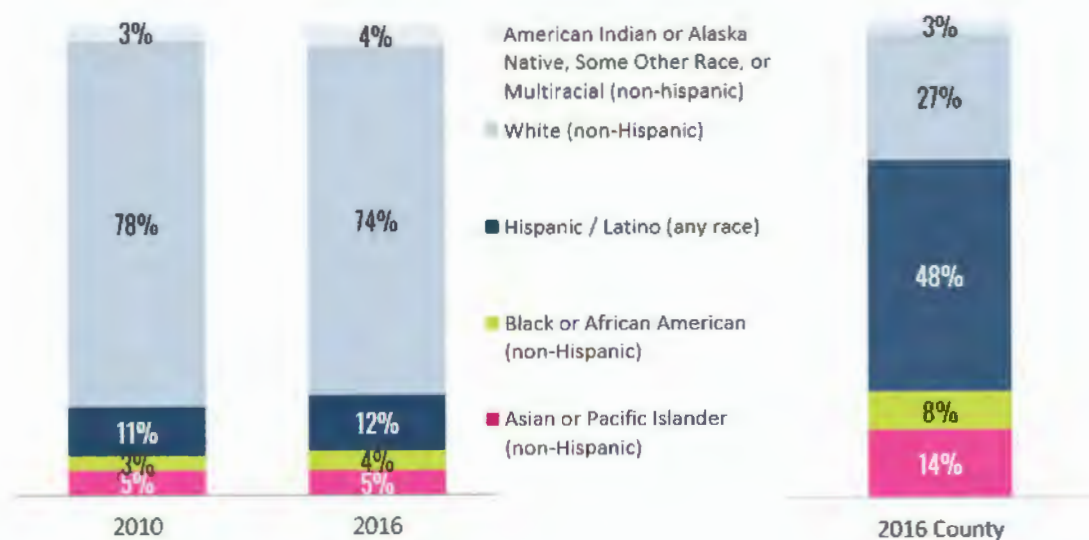
**RECOMMENDATIONS:**

1. Authorize the creation of a Social Justice Task Force whose purpose is to advise on social and racial equity issues in the community and provide policy recommendations to the City Council to address systemic racism for the City of West Hollywood.
2. Direct staff to return to the City Council with a framework for the structure of the Task Force, which should include a nine-member body – one direct appointment from each Councilmember and four at-large appointments – who are intended to reflect the Black, Indigenous, and People of Color (BIPOC) community members who live, work, or own businesses in the City of West Hollywood.

**BACKGROUND / ANALYSIS:**

According to the 2019 West Hollywood Community Study, more than 25% of the City's population identifies as Black or African American, Asian or Pacific Islander, Hispanic/Latino, or American Indian or Multiracial ("Other"). The percentage of community members in West Hollywood who identify as non-Hispanic white has decreased slightly since 2010, from 78% to 74%, while the percentage of those who identify as Black, Latino, and "Other" has increased slightly (3% to 4%, 11% to 12%, and 3% to 4%, respectively).

Figure 1: West Hollywood Population by Race & Ethnicity (Exhibit 6 in the 2019 Community Study)



Source: U.S. Census, American Community Survey

Compared to other parts of Los Angeles County, the West Hollywood community is less racially diverse; however, the number of Black, Indigenous, and People of Color (BIPOC) who live, work, and own businesses in the City of West Hollywood continues to increase and represents a significant voice within our diverse community. According to U.S. Census Bureau Longitudinal-Employer Household Dynamics data from 2017, people who work in West Hollywood are even more racially and ethnically diverse than the residents, with 7.1% of people who work here identifying as Black or African American, 10.5% identifying as Asian, 30.8% identifying as Hispanic/Latino, and 3.1% identifying as two or more race groups.

In order to increase community engagement and uplift the voices of BIPOC in the West Hollywood community, this item proposes the establishment of a Social Justice Task Force. The Social Justice Task Force will serve to identify social and racial inequities in and provide recommendations to the City Council regarding policies and reforms to address inequities and systemic racism that exist in our community. The Task Force will serve to engage BIPOC in providing advice to the community as well as policy recommendations to the City Council to advance equity, inclusion, and diversity in West Hollywood.

This item directs staff to more fully develop the format of the Social Justice Task Force and return to Council to approve the proposed structure and make appointments. It is recommended that the Task Force be made up of nine members – one direct appointee from each Councilmember and four at-large appointees. The members of the Task Force are intended to reflect the Black, Indigenous, and People of Color (BIPOC) community

members who live, work, and own businesses in the City of West Hollywood and are familiar with the specific concerns of our local community. Once established, the Task Force may hold joint meetings or work in partnership with other Advisory Boards – such as the Women’s Advisory Board, Transgender Advisory Board, or the Lesbian and Gay Advisory Board – to discuss relevant intersectional topics.

Like many cities throughout the country, West Hollywood has been the site of numerous demonstrations over the past several months protesting police brutality and racial bias against Black and Brown people. In response to recent events, several cities in California and throughout the country have begun to develop similar task forces to identify key issues facing their communities. San Luis Obispo, Santa Clara, Martinez, and San Rafael are examples of cities that have recently taken actions to create task forces to address community concerns regarding diversity, equity, and inclusion. These bodies are appointed in addition to the programs many cities have had in place for years to focus on and highlight these significant topics.

The City of West Hollywood has a history of establishing task forces and advisory boards to focus on particular areas of interest. For example, the Transgender Advisory Board originated as a Transgender Task Force to review and advocate for policies that would improve the quality of life for transgender people living, working, or visiting the City of West Hollywood. Other task forces have been created to address more specific topics on a limited time basis, such as the Shared Economy Task Force, the Eastside Task Force, and the Ethics Reform Task Force. These task forces were all Brown Act bodies and the meetings were open to the public, which is also recommended for the Social Justice Task Force. The Social Justice Task Force will be similarly evaluated to determine whether its work plan will be focused to a limited time period or set of action items, or whether the community would be better served by a longer-term or permanent Advisory Board or Working Group to continue to address these key areas of interest.

**CONFORMANCE WITH VISION 2020 AND THE GOALS OF THE WEST HOLLYWOOD GENERAL PLAN:**

This item is consistent with the Primary Strategic Goal(s) (PSG) and/or Ongoing Strategic Program(s) (OSP) of:

- OSP-5: Support People through Social Services.
- OSP-6: Value and Encourage our Broad Diversity of Cultures.

In addition, this item is compliant with the following goal(s) of the West Hollywood General Plan:

- HS-1: Maintain and pursue humane social policies and social services that address the needs of the community.
- HS-3: Promote a community with strong social networks and cross-cultural interaction.

**EVALUATION PROCESSES:**

N/A

**ENVIRONMENTAL SUSTAINABILITY AND HEALTH:**

N/A

**COMMUNITY ENGAGEMENT:**

The Social Justice Task Force will include a diverse group of representatives from the community who represent residents, business owners, and people who work in West Hollywood. The Task Force will be an opportunity for members of the community to engage in conversations regarding social and racial equity.

**OFFICE OF PRIMARY RESPONSIBILITY:**

CITY MANAGER'S DEPARTMENT

**FISCAL IMPACT:**

There is no fiscal impact at this time.