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Honorable Members of the City Council
c/o City Clerk
Room 395, City Hall

SUBJECT: Special Study on Resource Needs to Support the 2028 Olympic and Paralympic Games and Other Concurrent Major International Events

SUMMARY
In response to the City Council Budget and Finance Committee's request for departmental resource needs related to the 2028 Olympic and Paralympic Games (LA28), the Los Angeles Civil + Human Rights and Equity Department (LA Civil Rights) provides the following recommendations. These recommendations reflect the resources needed to support major international events that will take place in the years leading up to and during the Games.

Unlike a single sporting event, LA28 will coincide with numerous city-sponsored and community-based events occurring simultaneously across Los Angeles. Recent experience supporting the FIFA Club World Cup demonstrated that departmental support extended well beyond competition venues to include public activations: "Kick It in the Park" events, community outreach, multilingual resource distribution, and interdepartmental coordination. LA28 is expected to require these same activities on a significantly larger scale, necessitating additional staffing and operating resources to ensure the Department can effectively fulfill its civil rights, human relations, and community engagement responsibilities.

As the City's civil rights agency and a partner in implementing the LA28 Human Rights Strategy, LA Civil Rights anticipates increased demand in four primary areas:

- Civil rights enforcement and complaint investigations;
- Community outreach and public education;
- Diplomacy and prevention of hate; and
- Operational support for expanded programming to support the LA28 Human Rights Strategy.

Without additional staffing and operating resources, the Department's ability to respond effectively to increased demand during LA28 and related international events will be significantly constrained.

BACKGROUND

LA28's Human Rights Strategy recognizes that large-scale international events present both opportunities and challenges for host communities. The strategy emphasizes the importance of protecting human rights, promoting accessibility and inclusion, ensuring equitable participation, and strengthening coordination among city departments and community partners throughout the planning and implementation of the Games.

Historically, major international events in the City of Los Angeles increase the need to:

- Promote public education regarding human rights, civil rights protections, and other relevant resources to support all stakeholders;
- Respond to discrimination complaints and implement the City's Human Rights Law, which protects anyone who visits, works, or lives in the City;
- Expand language access;
- Mitigate tensions and promote diplomacy to navigate the local impact of global conflict,
- Elevate the core values of inclusion, belonging, and the prevention of hate and discrimination;
- Coordinate with city departments, community organizations, and event partners to strengthen the City's overall response and ensure the success of the games
- Coordinate with the Commission on the Status of Women and other city partners to support educational and awareness efforts related to issues that disproportionately affect women and vulnerable populations, including labor exploitation and human trafficking

The LA Civil Rights Department is uniquely positioned to support these efforts by implementing the City's Human Rights Law, promoting diplomacy and dialogue, and elevating positive messaging that advances the City's core values through its public campaigns.

The Department's experience supporting recent city initiatives includes the FIFA Club World Cup, the LA for All anti-hate campaign, and the "Just Say Hello" and "We Belong" campaigns. Moreover, the Department supported emergency community resource centers and multilingual outreach efforts, which deepen our reach and expand our impact in communities with the most need.

RESOURCE NEEDS

1. Civil Rights Enforcement Staffing

Two additional Civil Rights Special Investigator I positions are needed to:

- Investigate discrimination complaints arising from the LA28-related rise in visitors, protect our guests against those who impact the Game-experience activities
- Ensure timely response to discrimination complaints within the scope of our authority in the private sector within areas of housing, employment, commerce, and education

2. Administrative Support

The Department's administrative capacity has also been reduced in recent years. The Commission Executive Assistant II position, which previously supported the Department's

commission operations, was eliminated during prior budget reductions and has not been restored. As a result, administrative support for commission meetings and related operational functions is currently distributed among existing staff on an ad hoc basis. While this approach has allowed the Department to continue supporting its commissions, it reduces staff capacity for core operational responsibilities and will become increasingly challenging as LA28-related activities expand for our influx of visitors. Restoring one Commission Executive Assistant II position would provide dedicated administrative support for commission operations and Civil Rights Enforcement activities, including:

- Case intake;
- Supporting the processing of subpoenas before the Commission on Civil Rights;
- Serving as the administrator to coordinate Administrative Hearing and appeals before the Commission;
- Records management;
- Scheduling;
- Document processing; and
- Customer service.

Increasing investigator capacity without corresponding administrative support would reduce operational efficiency.

3. Human Relations Outreach Staffing

Two Human Relations Advocates are needed to support:

- Community engagement events;
- Neighborhood outreach;
- Educational workshops;
- Multilingual resource distribution;
- Partnerships with community-based organizations; and
- Public awareness campaigns before and during the Games.

Experience during the FIFA World Cup showed that community activation events occur simultaneously across multiple locations, requiring staffing beyond the Department's existing capacity. Human R? A staff provided support for FIFA's Kick it in the Park events, but we'll have more venues for the Olympics and seek to provide a consistent experience for our guests.

4. Community Outreach, Anti-Hate Prevention, and Interdepartmental Coordination

The Department requests an increased operating budget of **$151,000** to expand community outreach, anti-hate prevention, and interdepartmental coordination efforts in advance of and during the LA28 Olympic and Paralympic Games. Funding would support:

- Three (3) as-needed outreach staff ($27,000 each);
- Multilingual educational and anti-hate prevention materials;
- Digital media and public awareness campaigns;
- Translation and interpretation services;
- Community event participation and tabling;
- Outreach supplies and equipment;

- Promotional materials supporting campaign visibility;
- Partnerships with trusted community-based organizations; and
- Educational resources for residents, workers, businesses, and visitors on civil rights protections, hate incident reporting, and available city resources.

Large international events significantly increase public activity and bring together visitors from around the world, creating a greater need for proactive outreach, civil rights education, and hate prevention efforts. In addition to direct community engagement, LA Civil Rights anticipates substantially increased participation in citywide planning and operational coordination with public safety partners, emergency management, transportation agencies, tourism partners, community organizations, and event organizers. Dedicated staff time will be necessary to develop protocols, participate in planning meetings, coordinate multilingual outreach efforts, and support implementation before and during the Games.

The Department's current operating budget is insufficient to support the scale of outreach, coordination, and public engagement anticipated for the games. Investing in these resources will help ensure communities are informed of their rights, know how to report discrimination and hate incidents, access city services, and receive timely information before and throughout the Games.

RECOMMENDATIONS

To prepare for LA28 and related international events, LA Civil Rights recommends the following resource investments:

1. **Nine months of funding for two (2) Civil Rights Enforcement Special Investigator I** positions to address the anticipated increase in discrimination complaints, public accommodations cases, and other civil rights enforcement matters associated with major international events. Estimated direct cost: $221,331.
2. **Nine months of funding to restore one (1) Commission Executive Assistant II** position to provide administrative support that will allow existing staff to focus on expanded Civil Rights Enforcement operations and increased commission-related responsibilities during the games. Estimated direct cost: $110,666.
3. **Nine months of funding for two (2) Human Relations Advocate positions** and to expand multilingual community outreach, public education, neighborhood engagement, and coordination with community-based organizations before and during LA28. Estimated direct cost: $213,068
4. **Increase the Department's operating budget by $70,000** to support multilingual outreach materials, public education campaigns, anti-hate prevention efforts, translation and interpretation services, and community engagement associated with the Olympics/Games, including $20,000 for printing and educational materials and $50,000 for outreach and community engagement materials and activities.
5. **Fund $81,000 in funding for three (3) part-time, as-needed staff** positions to support community outreach, resource distribution, multilingual engagement, event staffing, and other operational needs during periods of increased demand associated with games and related international events (estimated at $27,000 per position).

FISCAL IMPACT

Implementation of the recommendations outlined in this report would require **$696,065 in additional general fund support**. This includes funding for **two (2) Civil Rights Enforcement Special Investigator I positions, one (1) Commission Executive Assistant I position, two (2) Human Relations Advocate positions, three (3) part-time as-needed staff positions, and a $70,000 increase to the Department's non-salary operating budget** for multilingual outreach, anti-hate prevention, translation and interpretation services, and community engagement activities associated with LA28 and related international events.

These investments would expand the Department's capacity to enforce civil rights laws, conduct multilingual community outreach, prevent and respond to hate incidents, and support the increased operational demands associated with LA28 and related international events. Proactive investment in these resources will help the City mitigate legal risk, strengthen public confidence, fulfill its civil rights obligations, and help ensure Los Angeles delivers a welcoming, safe, and inclusive experience for residents, workers, and visitors throughout the games.



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