



# OC HUMAN RELATIONS

Building Bridges of Understanding

Annual Report  
2007-2008





# The day my daughter returned from BearPaw I knew something had changed...

I remember the day Jessica came home to Santa Ana after a weekend retreat in the mountains sponsored by OC Human Relations. My daughter left as a self-conscious, insecure average kid and came back as a self-possessed young woman concerned about social issues and with a global perspective.

That weekend not only transformed my daughter, but my entire family as well—as we were forced to learn about poverty, prejudice, injustice and privilege. Her commitment changed her and that, in turn, changed all of us.

Within weeks of that experience, she became involved with several organizations at her school and became part of the Human Relations Associates Program and basically blossomed into an incredible leader.

A couple of years ago, she was invited to participate in a community-organizing program to assist people in Bangladesh for an entire month. However before she went, she spent over a month learning the language and the culture of Bangladesh to make her contributions more effective. She then spent another month with eight other Americans teaching computer skills to the young people in that country.

Currently, Jessica is a sophomore at Johns Hopkins University majoring in political science and romance languages and serves on the advisory board as the outreach chair of the Latino student organization on her campus. This group works to aid the Hispanic community in Baltimore by tutoring students, giving health lectures and providing other services.

Obviously I'm very proud of my daughter and very thankful to OC Human Relations for changing our lives.

—Olga Gutierrez

*"I can honestly say that I would not be the person I am today, and where I am today, if it wasn't for the OC Human Relations Associates Program. It is an amazing program that I think every student should be a part of; it definitely opens eyes to real issues and provides a safe place to be able to talk about these issues and how we can be proactive to solve them."*

—Jessica Gutierrez



# OC Human Relations is Making a Difference by...

## Creating Safe and Inclusive Communities...

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...through the award winning “BRIDGES” school program in 34 middle and high schools throughout Orange County.

This year, 40,389 students participated in school-wide projects also involving:

- 276 parents
- 365 community members
- 1,853 teachers
- 292 administrators
- 338 school staff

In 2007-2008, the BRIDGES school program provided:

- 72 BRIDGES student retreats
- 55 human relations schoolwide projects
- 464 task force meetings
- 8 conflict management trainings
- 12 facilitator trainings

## Developing Diverse Leaders...

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...through interactive leadership programs that empower people to have a voice in the decision-making processes of the institutions that affect their lives.

- 45 people completed basic mediation certification training
- 236 people participated in 6 diversity training sessions
- 15 people were trained as facilitators
- 190 people participated in 30 leadership development workshops
- 160 police officers participated in 30 human relations trainings

## Mediating Conflict...

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...throughout Orange County by encouraging dialogue as an alternative to violence and litigation.

- 1,629 cases assessed for mediation services
- 3,209 people received mediation services
- 29 police/community conflicts mediated
- 54 volunteer mediators mediated cases

## Building Understanding and Respect...

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...among diverse communities, law enforcement and residents so we can discover that we have more in common as human beings than that which separates us into groups.

- 4,570 people were reached through 425 community outreach activities, one-on-one interviews and presentations
- 560 people participated in 5 community forums
- 122 people engaged in 8 community dialogues
- 185 people attended 4 hate crime presentations

## *Creating Safe and Inclusive Communities*

### **Entire Communities Benefit from BRIDGES School Programs**

The BRIDGES School Inter-Group Relations and Violence Prevention Program works to improve inter-group relations by partnering with schools and communities to create and sustain a safe, inclusive school climate that respects society's diversity.

Since 1988, BRIDGES has worked cooperatively with entire school communities—students, parents, teachers, administrators and staff—to meet each individual school's needs and objectives. The program trains participants to use positive peer support to promote inter-group understanding and alternatives to violence in schools.



*Building trust in BRIDGES School Program exercise*

### **Grassroots Leaders Make An Impact In Their Community**

OC Human Relations worked with the West Fullerton Improvement Committee in an effort to improve resident housing and health conditions. Residents rallied for approval of funds for a community center at Gilbert Park.

In collaboration with Community Action Partnership, OC Human Relations provided Community Leadership Development Workshops to equip residents from Placentia and Anaheim neighborhoods to participate more effectively in community problem solving.

In San Juan Capistrano, grassroots members of the Community Health Education Committee participated in Community Leadership Development Workshops to strengthen the health committee and build individual and collective capacity to confront community issues.

In San Clemente, OC Human Relations is empowering low-income residents by facilitating community leadership development, effective participation in decision-making processes, promoting collaboration among organizations, and building bridges with local and external resources, for long-term sustainability and systems change.

### **2007-2008 BRIDGES Participating Schools**

#### **ANAHEIM**

Anaheim High School  
Brookhurst Jr. High  
Katella High School  
Loara High School  
Magnolia High School  
Savanna High School  
South Jr. High  
Sycamore Jr. High  
Western High School

#### **BUENA PARK**

Buena Park Jr. High

#### **CORONA DEL MAR**

Corona del Mar High School

#### **CYPRESS**

Cypress High School

#### **FOUNTAIN VALLEY**

Fountain Valley High School  
Los Amigos High School

#### **FULLERTON**

Fullerton Union High School

#### **GARDEN GROVE**

Irvine Intermediate  
Garden Grove High School  
Haster Principal Administrative  
District (PAR)  
Magnolia Lyceum PAR  
Santiago High School  
Century Day School

#### **HUNTINGTON BEACH**

Huntington Beach High School

#### **LAGUNA HILLS**

Laguna Hills High School  
La Habra  
La Habra PAR

#### **LAS FLORES**

Las Flores Middle School

#### **LOS ALAMITOS**

Laurel High School

#### **NEWPORT BEACH**

Newport Harbor High School

#### **ORANGE**

Schaffer PAR

#### **RANCHO SANTA MARGARITA**

RSM Intermediate

#### **SANTA ANA**

Santiago Creek PAR  
Main Street PAR  
Fine Arts PAR  
Edinger Tech PAR

#### **WESTMINSTER**

La Quinta High School



## Year-long Leadership Program Gives Students an Edge

The Human Relations Associates Program seeks to create a safe environment for students to attain the skills and knowledge they need to become leaders who can reach out to the diverse communities of Orange County as part of a larger human relations and social justice movement. The Pat Krone BRIDGES Scholarship supports this program.

### Developing Diverse Leaders



*HRAP students problem solve in a retreat at BearPaw Preserve*



*From top, WIMS attendees; Parent Leadership Institute participants*

### 2007-2008 Human Relations Associates

Sammy: Corona Del Mar HS  
Jimmy: La Quinta HS  
Jonathan: Los Amigos HS  
Brenda: La Quinta HS  
Catalina: Newport Harbor HS  
Evelyn: Laguna Hills HS  
Brian: Fountain Valley HS  
Shiri: Woodbridge HS  
Amanda: Cypress HS  
Youval: Woodbridge HS  
Lauren: Fullerton Union HS  
Marlene: Huntington Beach HS  
Mariah: Fullerton Union HS  
Miriann: Katella HS  
Aurea: Newport Harbor HS  
Itzel: Newport Harbor HS  
Chris: Garden Grove HS

## Parent Leadership Training Opens Doors Across the County

OC Human Relations provided two six-session parent leadership training workshops at Las Palmas Elementary in San Clemente to 23 participants in the fall of 2007 and 16 participants in the spring of 2008. The Parent Leadership Institute is a training program that enables parents to become full participants, leaders and decision-makers in their children's education. This parent training opens doors for parents who otherwise might not know how to navigate the educational system to enhance the academic achievement of their children. The program increases parental understanding of the educational environment, its resources and school decision-making policies and processes.

## Mediating Conflict

### Mediation Training Draws Attention for Excellence

This year, the success of the mediation training program attracted students from eleven universities from across the country interested in law, international relations, psychology, urban planning and social services. Forty-five people were trained in four 32-hour training sessions held in August, January, April and June.

### Superior Court Trained in Conflict Management

OC Human Relations successfully provided a two-day workshop for 24 OC Superior Court managers and supervisors to help them to develop conflict resolution and mediation skills to better address interpersonal and intra/inter workgroup disputes and misunderstandings in the workplace. This workshop was part of the Leadership Academy series offered by the OC Superior Court for managers and supervisors.



*Graduates of the Basic Mediation Certification Training offered by the OC Human Relations' Dispute Resolution Program*

### Alternative to Litigation Brings Savings to Participants

Since 1998, litigants in Orange County courts have been given the opportunity to settle their disputes through mediation with the assistance of trained mediators. Savings brought about by mediation frees up the courts resources for more serious matters.

#### Resolving Conflict, Finding Common Ground

**Consumer/Merchant Dispute:** A homeowner requested mediation with the aim to get refunded \$4,200 that was paid to a contractor for some cement work done at his residence. The homeowner complained that the cement was in a different color than what was agreed, that the job was poorly done, and that damage to his swimming pool had been done by the workers. After a mediation session, parties agreed to a partial refund of \$3,000.

**Landlord/Tenant Dispute:** A mobile home owner contacted the agency because the mobile home park manager requested that the owner demolish a storage unit that was allegedly not built to code. A resolution was reached where the storage unit could be kept if painted so that it looked better. In addition, through some minor modifications, the structure that was originally requested to be demolished came into compliance with the park's code.

**Employment Dispute:** An employee who was overpaid by the company's health insurance and had to pay back the overpayment. A mediator accompanied the employee to the meeting with the concerned parties and a payment plan was worked out because the employee did not have all the money to make a lump sum payment for the amount owed.



## ***Building Understanding and Respect***

### **Walk In My Shoes Student Conferences**

Approximately 1,030 students and support staff (teachers, counselors or administrators) from 64 Orange County middle and high schools attended the two WIMS conferences this year. Special emphasis was placed on providing students with community organizing skill-building workshops so that they can be more effective in their work.

### **BRIDGES Camps (July 23-27 / August 6-10 2007)**

This summer, OC Human Relations offered two dynamic camps for 40 students in BRIDGES Program schools who intend to play a leadership role in the coming school year. The camp curriculum, developed by members of the School Intergroup Relations Team, was based on the model of the Martin Luther King Center's Six Steps for Nonviolent Social Change.

### **Mediators as Peace Builders**

"Building Peace in Our Community," was the name of the annual conference for mediators that attracted over 70 professionals at Coastline Community College. Feedback from participants confirmed that this year's conference was the best ever.



*Human Relations BRIDGES summer camp*

### **Community Exchange Program**

This year, South Jr. High School of Anaheim and Las Flores Middle School east of Mission Viejo participated in the Community Exchange. The Community Exchange Program is designed to encourage student dialogue about family and cultural history; create increased awareness and knowledge of the diverse individuals that make up the Orange County community; facilitate better understanding of self and identity and empower student voices via writing, film and art.

### **OC Human Relations Works with the Community to Fight Hate Crimes**

Quarterly Hate Crime Network meetings were well attended by police officers, community organizations and members who shared information about the work they are doing to combat hate crimes in our community. Panel discussion topics included: The Link Between Hate Crimes and Homophobia; When Religious Intolerance Becomes a Hate Crime; and our 2007 Hate Crimes and Incidents in Orange County Report.

The OC Hate Crime Victim Assistance Partnership met monthly to discuss strategies to ensure immediate assistance for victims. The partnership launched its website [www.ochatecrimevap.org](http://www.ochatecrimevap.org) featuring an online reporting form.

### **OC Human Relations Reports That Hate Crimes Were Down Substantially in 2007**

- Hate crimes decreased substantially, dropping 20% from 101 in 2006 to 82 in 2007.
- African Americans were still the most targeted group with 19 hate crimes in 2006 to 18 in 2007.
- Hate crimes targeting gays and lesbians increased slightly from 13 in 2006 to 14 in 2007.
- There was a large increase in hate crimes against Latinos from 8 in 2006 to 12 in 2007.
- Reported hate crimes targeting Jews dropped from 15 in 2006 to 7 in 2007.
- Hate crimes against Arabs/Muslims/Middle Eastern dropped from 9 in 2006 to 4 in 2007.
- Crimes targeting Asian/Pacific Islanders decreased from 7 to 2 in 2007.

## OC Human Relations Honors Twelve in Grand Style at Awards 37

“Just Like the Oscars” said a student from Sycamore Middle School who was one of over 500 guests attending an inspirational evening at Awards 37. Last May, OC Human Relations rolled out the red carpet to honor schools, community members and police departments for their efforts in making Orange County a respectful and safe place for all people to live, work and attend school. The event was held at The Grove of Anaheim on May 1, 2008 with ING as the title sponsor. The event raised almost \$150,000 to help fund OC Human Relations’ school and community programs. Sponsors and underwriters included businesses, cities, foundations, college districts, universities and individuals.



### Awardees:

*Model Community-Policing Awards recognize departments that have tailored creative strategies to provide service and build positive relationships with their communities.*

- **The Fullerton Police Department** for its Alcohol Beverage Control program in downtown Fullerton.
- **The Tustin Police Department** for its Neighborhood Improvement Task Force.
- **The Westminster Police Department** for its model program of service delivery for people living with a mental illness.

*Distinguished School Inter-Group Relations Awards recognize exceptional contributions to promoting, nurturing, protecting and/or cultivating a campus that is safe, welcoming and equitable.*

- **Corona del Mar High School**
- **Huntington Beach High School**
- **Sycamore Jr. High School**

*Diverse Community Leadership Awards honor individuals or groups who made extraordinary contributions to Orange County in human or civil rights.*

- **Breath of Fire Latina Theater Ensemble**
- **Sande Hart & SARAH** (Spiritual and Religious Alliance for Hope)
- **Ken Khanh Nguyen**
- **Orange County Human Trafficking Task Force**
- **Rev. Robert Rohdenburg**
- **Adrienne Santellan**

## Pat Krone: A Friend Passes Away

In 1979 General Tom Riley appointed Pat Krone to serve on the OC Human Relations Commission. She was reappointed by Supervisors Bergeson, Wilson, and Bates serving until her death in 2008.

In the 1970s, the Commission saw itself as a progressive force for civil rights and change. Into that setting came Pat Krone who was a Pacific Bell manager, staunch Republican, fine arts buff, conservative Orange County politico, and power broker. Well, as you might guess, we all changed as we spent years together engrossed in debate and discovery, and even as a staunch conservative, Pat stood up for unpopular causes such as gay and lesbian rights. She helped define the critical place human relations has in creating safe, inclusive communities.

She overcame many obstacles in her life including polio and the murder of her mother, yet she always found time to help others. She cared about the less fortunate, and victims of discrimination and she invested in building human relations infrastructure with a vision of a more equitable future. Pat was a member of our family and we loved her and will always remember her.

Her family has established the Pat Krone BRIDGES Scholarship Fund to continue to support our work in OC schools.



*Pat Krone, left, served as OC Human Relations Commissioner for almost 30 years.*



# Together We Make a Difference

## A Public/ Private Partnership That Works\*

### Complete Audit

The non-profit OC Human Relations Council's year ending June 30, 2008 independent full financial audit was conducted by the firm of Sasaki/Shishima & Company, CPA's. They issued an unqualified opinion and concluded that OC Human Relations Council's finances were in compliance with standard accounting principles.

The audit reported Fiscal Year 2007-08 total expenses of \$1,923,736 and income of \$1,948,348 including \$416,782 of in-kind donations. The audit reported a 1.76% increase in year-end assets to \$2,330,171.

### Staffing

The Commission staff remained at 3 in FY 2007-08 and required outside donations of \$140,000 to support the staff, office and overhead. The non-profit staff remained at 19 full time equivalent positions as of June 30, 2008. 6,809 hours were donated by volunteers and interns this year.

### County Support of Commission

The Orange County Board of Supervisors supported the public Orange County Human Relations Commission (separate from the non-profit) with a General Fund allocation of \$325,000 in Fiscal Year 2007-08. In June, the Board voted unanimously to augment the Commission's 2008-09 budget to create a model Police Community Reconciliation Program. The FY 2008-09 budget of the Commission is \$400,000.

### Non-Profit OC Human Relations Supports Programs

Generous donations and in-kind contributions from individuals, foundations and businesses of \$1,427,328 were facilitated by the investment of time, energy and resources from our Community Partners Advisory Board working with our Board of Directors. Fees and contracts brought in \$332,219 in income; twenty-four cities paid \$100,000 in dues, and \$88,610 was earned in interest. All of these funds supported the non-profit charitable programming expenses of \$1,923,736.

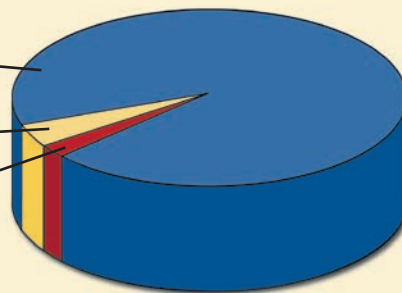
### Good Stewardship of Your Donations Demonstrated in Statement of Functional Expenses 2007-08

90% Program  
\$1,350,231

6% Administration  
\$95,842

4% Fundraising  
\$60,881

Total Cash Expenditures  
\$1,506,954



*Note: In-kind contributions not included.*



\*OC Human Relations is a partnership between OC Human Relations Commission, a public institution, and OC Human Relations Council, our private, non-profit 501(c)3 charitable organization.

*"Honoring and understanding the strengths and challenges of diversity is important to any business in Orange County today. Business draws its employee base from and offers its goods and services to an ever-growing diverse community. OC Human Relations helps to maintain an environment where all can co-exist and thrive."*

—Kay Carpenter, ConAgra (retired)

# OC Human Relations 2008 Public Partners, Governance and Staff

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Rafael Solorzano  
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## MEMBER CITIES

Aliso Viejo  
Anaheim  
Brea  
Dana Point  
Fullerton  
Garden Grove  
Huntington Beach  
Irvine  
Laguna Beach  
Laguna Niguel  
Laguna Woods  
La Habra  
Lake Forest  
La Palma  
Los Alamitos  
Newport Beach  
Orange  
Placentia  
San Clemente  
Santa Ana  
Stanton  
Tustin  
Westminster  
Yorba Linda

## What is a volunteer?

A volunteer is a Commissioner, a Board Member, a Community Partner, an HRAP student, a college or university intern, a retired professional or just someone who wants to make a difference.

A volunteer at OC Human Relations can bring to life the noblest aspirations of humankind – the pursuit of peace, freedom, opportunity, safety, and justice for all people.

Our volunteers espouse important values... that we care for each other, look out for each other, know we're all interconnected and have a valuable role to play in making our communities work for all of us.

From donating funds to our BRIDGES Program, to attending our Awards 37 Program, to stopping a conflict at school or in the community, to advocating for the rights of immigrants, to supporting a victim of a hate crime, to improving the quality of public schools, volunteers have made and will continue to make our communities and our County better for ALL of us.



*"My experience with OC Human Relations has been very rewarding. Helping the community resolve its differences and supplying them with information and resources that many are unaware of through the Dispute Resolution Program makes me feel proud that I am able to give back to the community. I tell people everywhere I go about this great program and organization."*

—Juan Villavicencio, DRP Volunteer Mediator



## OC Human Relations Community Partners

### **TITANIUM** **\$25,000 AND ABOVE**

County of Orange  
Donald Crevier  
Edison International  
Foundation  
Fidelity Charitable Gift Fund  
ING Foundation  
Mission Hospital  
St. Joseph Health System  
Foundation  
Judy & Keith Swayne

### **PLATINUM** **\$10,000 - \$24,999**

Fieldstone Foundation  
Innovative Marketing  
Strategies  
KTLA-TV Charities Fund  
William Podlich III  
Susan and John Reese  
The Related Companies CA  
Semptra Energy Foundation  
Taco Bell Corporation  
Washington Mutual  
Foundation  
Wells Fargo Foundation

### **GOLD** **\$5,000- 9,999**

Angel Varela Sr.  
Anonymous  
AT&T  
Bank of America Foundation  
Cal State University,  
Fullerton  
City National Bank  
Hoag Presbyterian Hospital  
Douglas E. Morgan  
Pacific Life Foundation  
Union Bank of California  
University of California  
Irvine  
Volvo Cars  
William Gillespie  
Foundation  
Sharon and Bill Wood

### **SILVER** **\$2,500- 4,999**

Allergan Foundation  
Leonard Aoyama  
Kay M. Carpenter  
Christ Our Redeemer,  
AME Church  
Church of Jesus Christ  
of Latter Day Saints  
Coast Community College  
District  
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Anita Varela & Rusty  
Kennedy

Gregory V. McQuater  
North OC Community  
College District  
OC Community Foundation  
OC Dept. of Education  
OC Employees Association  
Orange County's Credit  
Union  
Rancho Santiago Community  
College District  
Loretta Sanchez  
Santa Ana Unified School  
District  
Sares-Regis Group  
SC Gas Company & SDG&E  
Schools First Federal  
Credit Union  
Sisters of St. Joseph  
of Orange  
South OC Community  
College District  
Lucy Steinberg  
Van Tran

### **BRONZE** **\$1,000 TO 2,499**

Jasjit and Gurpreet Singh  
Ahuja  
Anaheim YMCA  
ChorSwang Ngin & Eric  
Chang  
Tina Correa  
Albert Ehrke  
The Fluor Foundation  
Jeff Goh  
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Eli Reyna  
Robert & Felix Schwarz  
Victoria Stephenson  
Lilia & Adrian  
Tanakeyowma  
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### **COMMUNITY FRIENDS** **UP TO \$999**

Luz Adriana Alba  
Aldersgate United Methodist  
Church  
Jack J. Anderson  
Lynne C. Aoki  
Lyn & Rick Balzer  
Ralph H Bauer  
Elizabeth Ann Beech  
Nadia Bettendorf  
Julia A. Bidwell  
Kelly H. Boyd  
Jane & Vince Buck  
Michelle Buessing



*"Businesses and individuals who embrace the diversity  
of our community stand to benefit from its many  
rewards and to stay apace with the global environment  
in which we increasingly live."*

—Jim McQueen, McQueen & Ashman, LLP

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Dylan Snopkowski  
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Ultimate Autoline  
Yesenia Velez  
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Yoram Yadlin

OC Human Relations is  
Making a Difference...

...and you can  
be a part of it.

## PleaseJoinUs

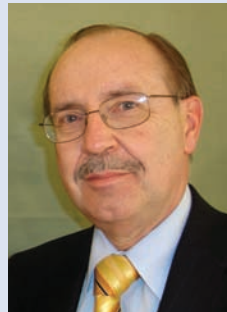
The Community Partners Advisory Board is a group of successful business and community leaders who are taking the leadership role in promoting respect and understanding within Orange County's ethnically diverse communities and developing a rich cache of valuable resources in the process.

Our philosophy: greater harmony creates an environment conducive to building a viable future workforce, making Orange County a better place to live, work and do business.

As an indispensable arm of OC Human Relations, the Community Partners provide financial and intellectual resources necessary to develop programs essential to building respect and cooperation within our schools, neighborhoods and workplaces.

We're looking for Orange County leaders who share our vision of the future to join us.

To learn more about becoming a Community Partner, please contact Rusty Kennedy at 714-567-7465 or [rusty@ochumanrelations.org](mailto:rusty@ochumanrelations.org)



**Jim Lehmann,**  
*President  
Community Partners  
Advisory Board*

### Community Partners Advisory Board

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1300 S. Grand Avenue, Bldg. B  
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(714) 567-7470



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