



OC Human Relations Vision



OC Human Relations ***Creates Safe and Inclusive Communities*** by facilitating dialogue between diverse Orange County residents

Ken Inouye, Chair, OC Human Relations Commission
Partner, Inouye, Shively & Longtin, CPA's



OC Human Relations ***Develops Diverse Leaders*** by empowering youth of diverse backgrounds to create safe school climates respectful of society's diversity.

Nadia Bettendorf, Vice-Chair,
OC Human Relations Commission
Retired Teacher



OC Human Relations brings people together to ***Mediate Conflict*** and encourages dialogue as an alternative to violence and litigation.

Marcus Gonzalez, President
OC Human Relations
Graphic Design Manager, Disneyland



OC Human Relations ***Builds Understanding and Respect*** 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.

Susan Reese, Vice-President,
OC Human Relations
Owner, Susan S. Reese Design



OC Human Relations

Mission

“To foster mutual understanding among residents and eliminate prejudice, intolerance and discrimination in order to make Orange County a better place for ALL people to live, work and do business.”

1971 - the year Orange County Human Relations Commission was created.

3743 - the number of volunteer hours given to OC Human Relations this year.

2740 - the number of people who chose the OC Human Relations mediation program instead of going to court, resulting in less congestion in the courts and saving the public money.

42,041 - the number of students, parents, teachers, administrators and community members who participated in BRIDGES School Inter-group Relations and Violence Prevention Program this year.

101 - the number of hate crimes documented in Orange County in 2006.

Creating Safe and Inclusive Communities

2006-2007 Participating Schools



Virginia Tech Tragedy Highlights Need for BRIDGES Program

Since 1988, BRIDGES has worked cooperatively with the entire school community—students, parents, teachers, administrators and staff to promote inter-group understanding and alternatives to violence in schools.

In 2006-07, as we mourned the lives cut short at Virginia Tech, many people wondered what can be done to prevent such heinous acts from happening in our own backyard. If people could only get along better, understand each other more, break down communication barriers, toss discrimination away, we would be much more able to avoid such nightmares. The tragedy at Virginia Tech was a motivation for the students participating in the BRIDGES program to develop activities to address safety concerns in their own schools. The BRIDGES program goal of building relations and respect for all people was the structure for a variety of school-wide projects to bring students together and discuss their concerns. The shockwaves of Virginia Tech also challenged BRIDGES participants to apply their human relations and leadership skills to analyze their own campuses, identify needs, build relations and most importantly, create solutions

Anaheim Union High School District

AUHSD teacher training (~ 10 sessions)
Anaheim High School
Brookhurst Junior High School
Cypress High School
Katella High School
Loara High School
Magnolia High School
Savanna High School
South High Junior High School
Sycamore Junior High School
Western High School

Buena Park School District

Buena Park Junior High School

Fullerton Joint Union High School District

Fullerton Union High School

Garden Grove Unified School District

Garden Grove High School
Los Amigos High School
Irvine Intermediate School
La Quinta High School

Huntington Beach Union High School District

Fountain Valley High School
Huntington Beach High School

Los Alamitos Unified School District

Laurel High School

Newport Mesa Unified School District

Newport Harbor High School
Corona Del Mar High School

OC Department of Education

Santiago Creek Community School
Edinger Tech Center
Fine Arts Educational Center
Haster Day School
Magnolia Lyceum
Main Street Educational Center

Santa Ana Unified School District

OC Education Arts Academy, K-8

Saddleback Valley Unified School District

Laguna Hills High School
Rancho Santa Margarita Intermediate School

Hate Crimes Up Slightly in 2006

The 2006 Hate Crime report was published in May by OC Human Relations documenting 101 hate crimes, up from 97 in 2005. This report also documents hate incidents which fell from 55 in 2005 to 34 in 2006.

At the Hate Crime Network Meeting a panel of community leaders was assembled to analyze the data, provide insights, and answer questions from the audience about the report. This year's panelists (in the photo to the right) included Pastor Mark Whitlock from Christ Our Redeemer AME Church in Irvine; Yun Sook Kim Navarre of the Asian Pacific American Legal Center; Affad Shaikh of the Council on American-Islamic Relations; Dr. Kevin O'Grady of the Anti-Defamation League; Ginger Hahn of the Gay and Lesbian Community Services Center of Orange County; Jess J. Araujo of the Orange County Community Forum; and Jose Perez of the Dayle McIntosh Center.



Hate Crime Network Meeting

2006 Hate Crime Targets

| | |
|-------------------------|----|
| African American | 19 |
| Jews | 15 |
| Gays and Lesbians | 13 |
| Latinos..... | 8 |
| Asians..... | 7 |
| Arab and Muslims..... | 8 |
| Multiple Targets and | |
| Others..... | 31 |



Hate Crime Network

– The Hate Crime Network was formed in 1991 to bring together representatives from law enforcement and community organizations, as well as the OC District Attorney and the California and US Attorney General offices, to enhance community wide collaboration against hate motivated crime in Orange County. In 2006, experts addressed the topics: “Hate Crime in Our Backyard”; “Hate Crime Laws: The Nuts and Bolts”; “Hate Crimes and Incidents in Orange County” and “Hate Crimes Against Individuals with Disabilities.” Hate Crime Network meetings are held from 10 a.m. to noon on the third Thursday of the months of February, May, August and November at OC Human Relations’ Santa Ana offices. Please call 714-567-7470 for more information.

Victim Assistance Partnership

The Hate Crime Victim Assistance Partnership was formed in 2003 in collaboration with CSP Victims Services, the Anti-Defamation League, the Gay and Lesbian Community Services Center of Orange County, the ACLU and other community organizations to ensure immediate assistance for victims of hate incidents and hate crimes. This year the partnership conducted a P.O.S.T.-certified workshop for members of law enforcement. This workshop, “Hate Crime Training for the Law Enforcement Community” was attended by 38 peace officers and victims’ rights advocates. This year, OC Human Relations conducted 6 Hate Crime Presentations to students, community groups, police officers and organizations.

Developing Diverse Leaders



Human Relations Training

Human Relations 101, a comprehensive and interactive overview of human relations was conducted this year. The four-day training was generously underwritten by the Fieldstone Foundation and was held at the Orange campus of the Sisters of Saint Joseph. Attended by a remarkable mix of 30 community leaders, police officers, teachers, businesses and social services agency representatives,, the program received rave reviews.



Immigrant Parents Leadership Skills Developed

OC Human Relations in collaboration with the Saddleback Valley Unified School District Second Language Department conducted a six-session Parent Leadership Training in the Via Lomas Neighborhood of Laguna Hills. The goals of the training are: to help parents understand the school system, get involved in the education of their children and participate in the school decision making processes.

In addition, two leadership development sessions drew 20 participants from La Paz Intermediate School's ELAC and supported them as they elected their new Board for 2007-2008.

OC Human Relations, in collaboration with Orangethorpe Elementary School in Fullerton, provided Parent Leadership Training to include minority and non-English speaking parents in school and community decision making. A six-week Parent Leadership Institute was provided to 18 school parents who became actively involved in the school PTA, ELAC, and school activities.

Empowering Valencia Residents

OC Human Relations empowered residents of Fullerton's Richman Park Neighborhood united under the Valencia Task Force. Collaborating agencies include the Orange County Congregation Community Organization (OCCCCO), St. Jude Medical Center, the Fullerton Collaborative and the City of Fullerton. During the past year, residents established their own youth soccer league, successfully advocated the continuation of pre-school programs with the City of Fullerton's support, Worked with Cal State Fullerton to expand the Valencia Community Center, implement a Health Advisory Committee to support the St. Jude Neighborhood Health Center at Richman Park, and got the City of Fullerton and the Fullerton School District to provide \$650,000 in funding to install field lights at Richman Park .



Placentia and Anaheim Neighbors Trained

OC Human Relations, in collaboration with the Community Action Partnership, provided an eight-session Community Leadership Training at the City of Placentia Whitten Community Center. The goal of this training was to give residents the tools they need to participate more effectively in community problem solving. Participants included residents from Placentia, Anaheim, and La Colonia neighborhoods. During the nine-months of the program 40 residents were able to develop skills to solve community problems, strengthening their civic engagement structures and to prioritize issues to confront in their communities.



San Juan Capistrano Grassroots Strengthened

In collaboration with Mission Hospital, OC Human Relations provided an eight-session Pew Civic LeadershipPlenty training program for the CHEC Family Resource Center Health Committee in San Juan Capistrano. Fifteen grassroots members of the CHEC Health Committee participated in this training aimed at strengthening the health committee and build individual and collective capacity to confront community needs.

San Clemente Leaders Assisted

OC Human Relations in collaboration with Mission Hospital and the San Clemente Youth Task Force provided technical assistance to build community capacity around social services and community participation in San Clemente. OC Human Relations staff worked diligently to strengthen and support the San Clemente Youth Task Force and plan activities to improve civic participation of the Latino community. Among other activities, a Parent Leadership Institute and a Community Leadership Program were designed for implementation in 2007-2008.



Mediating Conflict

Culturally Competent Mediators

OC Human Relations' 32-hour state certified mediation training provides special components in cross-cultural communications to effectively address diversity issues. This year, we trained 44 volunteers in four sessions.

Mediation - an Alternative to Litigation

Since 1998, litigants in Orange County courts have been given the opportunity to settle their disputes through mediation with the assistance of a trained mediator. This year, OC Human Relations mediated small claims cases, civil harassment and limited civil cases. OC Human Relations provided mediation services at the North Justice Center in Fullerton and South Justice Center in Laguna Hills.



Common Ground
Mediation Services
are Provided at:

*El Modena Community Center
Abrazar Community Center
Corbin Community Center
West Fullerton Center*

Common Ground Sample Cases:

“Gerardo” requested help regarding a fence that was built between his home and his neighbor. Gerardo and his neighbor had agreed to split the cost of the fence - \$2,000. After the fence was built, Gerardo's neighbor refused to pay his share. With the help of a Mediator, Gerardo was able to receive \$1,000 from his neighbor - the exact amount that he was seeking to recover.

“Carl” was a walk-in client in a desperate situation. He was broke and disabled and his only possession, a 1985 truck, had been stolen from him. The truck was driven to Los Angeles County and set on fire so the police had it towed away. The towing company hired a collection agency to demand Carl pay them \$1,158 in storage fees. Carl sent the towing company a certified letter explaining that the truck had been stolen. With the assistance of an OC Human Relations mediator the \$1,158 was waived and the collection agency was called off.

“Cecilia” lived in an apartment for two months and gave her 30 written day notice to move because the apt was infested with roaches and the landlord refused to do anything about it. Cecilia had paid a \$500 security deposit. Four months later, the landlord had still not given the deposit back. Cecilia called OC Human Relations and talked to a Mediator. The Mediator reminded the landlord that California law requires a full refund (or an explanation of why a partial or no refund is due) within 21 days. Cecilia got her full security deposit back.

Police/Muslim Dialogue Convened

This year OC Human Relations developed a county wide Muslim and Law Enforcement Network (MAALEN) in collaboration with the Southern California Shura Council, Council on American Islamic Relations and the Anaheim, Garden Grove and Irvine Police Departments. MAALEN brought together Orange County mosques and their local police departments to build relationships and trust.

These sessions were attended by an average of 45 people including OC Sheriff's Department staff, 6 OC Police Chiefs, law enforcement officers from all over Orange County as well as diverse Muslim leaders representing 5 local mosques.



Sycamore Students Find Their Voice



Built on the belief that students can be at the center of school community change, Sycamore Jr. High School committed to an intensive needs assessment project this year via an OC Human Relations project known as BRIDGES United. With the goal of gauging student opinions and lifting student voices, members of BRIDGES United survey identified issues on campus such as: school climate; student teacher relationships; academic expectations; safety and discipline.

In order to ensure student participation, BRIDGES United developed a presentation to take into the classroom that would demonstrate the importance of student input. The students presented a dialogue activity called Take A Stand. After completing 26 classroom presentations and a 2 week publicity campaign, over 500 students elected to take the survey. The students and teachers that led the project attended retreats, did one-to-one outreach with students and parents and contributed over 40 hours of personal time. With the results in hand, BRIDGES United is ready to partner with teachers and administrators in addressing student concerns next year.

Building Understanding and Respect

District Wide Dialogue in Huntington Beach

The Huntington Beach Task Force Education Committee (HBT FEC) held its annual District-Wide Dialogue on April 18, 2007. The daylong retreat, which was open to all students and faculty, provided participants with a foundation of knowledge in human relations, a chance to build relationships, and a safe space to talk about the issues that are foremost for students in the district. OC Human Relations collaborated with the Huntington Beach Human Relations Task Force, the HBT FEC and the City of Huntington Beach to host the day, which was co-facilitated by students from Huntington Beach High School and Edison High School.

38 participants were lead through interactive exercises in which they talked about the impact of prejudice and discrimination in their community and worked together to identify human relations issues specific to their campuses and plans to address these issues. The issues identified included: apathy/lack of involvement at each campus; educating/bringing awareness of human relations issues in the community/campuses; and addressing racial slurs/racism on all campuses. Huntington Beach Mayor Gil Coerper and Councilmember Cathy Green attended the dialogue and presented certificates to the participants.



Orange County students are introduced to “Kingian nonviolence” training

This year members of OC Human Relations staff had the opportunity to attend two different workshops on the approach to nonviolent change outlined by Dr. Martin Luther King, Jr. – Kingian Nonviolence. After a two-day introduction to these concepts OC Human Relations brought Orange County students to Atlanta for a gathering of the Nonviolent Youth Leadership Alliance.

College and high school students from across the country came to Atlanta to be trained by Dr. Bernard Lafayette. Dr. Lafayette, who was trained by Dr. King, certified the students to give a 90 minute presentation about nonviolence to junior high students. 7 students from Southern California attended the training, 3 of them are graduates of OC Human Relations programs, and will be working to bring Kingian Nonviolence to their communities.

AWARDS 36 - Honors Orange County's Heroes

Outstanding School

Inter- Group Relations Models

Anaheim High School
Los Amigos High School
Trabuco Hills High School "Off the Wall"
Theater Company

Community Policing

Initiatives

Garden Grove Police Department
Omar Adham, Anaheim Police Officer
and Shakeel Syed, Director Islamic
Shura Council
The late Steve La Fond, Garden Grove
Police Chaplain



Orange County Dream Team, of this year's awardees.

Diverse Community

Leadership Award

Alan Chancellor, Huntington Beach Human
Relations Task Force
Erin Lopes, Laguna Hills activist
Orange County Dream Team
Joe Rosener, Costa Mesa activist
Ralph Sanders, Fullerton Interfaith
Emergency Services
West Fullerton OCCCO

Awards 36, led by Chairs Kay Carpenter and Dr. Jerome Hunter, was held at The Grove of Anaheim on May 3, 2007. This annual awards program recognizes exemplary Community, Police and School human relations efforts. Supervisors Bill Campbell, Pat Bates and John Moorlach introduced the Award segments. The award presentations were carried out by members of OC Human Relations' Board, Commission and Human Relations Associates paired with Community Partners and elected officials.



Mendez Family Book Campaign brings awareness to Los Amigos High School

OC Human Relations partnered with Disney's Show Your Character Community Outreach Program this year to support the Mendez Family Book Campaign at Los Amigos High School. BRIDGES Program participants noticed there was a general lack of mention of the Mendez family who courageously challenged school segregation in Orange County, in their history books.

The students saw the need to provide literature which would bring awareness to important social justice issues. The students researched and identified fifty books with which to begin the "Mendez Family Bookshelf." The Task Force raised approximately \$700 and were able to purchase over 70 books. Labels were placed inside each book to identify it as a Human Relations book.

The students found inspiration for their campaign from the Mendez vs. Westminster case of 1947. The "Mendez Family Book Campaign" recognized these local civil rights leaders and leaves a legacy on the campus at Los Amigos High School which celebrates diverse and their collection of books to incoming freshmen.

Outcomes

Creating Safe and Inclusive Communities

38,565 Students participated in 46 school-wide projects

1,032 Students participated in 55 human relations retreats

271 People attended eight hate crime presentations

Developing Diverse Leaders

383 People participated in 13 diversity trainings

133 People took part in 30 leadership trainings

153 Police officers took part in five police trainings

44 People participated in four 32-hour Basic Mediation Certification Institutes

Mediating Conflict

1,532 Cases assessed for mediation services

2,740 People received mediation services

54 Volunteer mediators resolved disputes

Building Understanding and Respect

134 people participated in four Community dialogues

2022 residents attended 343 Community outreach activities, one-on-one interviews and presentations.

390 community members attended five Community Forums





Program Support

Orange County is at a Crossroads

Rusty Kennedy, Executive Director

Orange County is at a crossroads. We must decide if we are going to look to the future and build on the strength of our diversity or move backwards clutching to a past that tries to deny the reality of today.

Our community has changed rapidly from a relatively homogeneous suburban bedroom community to an international community of over 3,000,000 people. This happened in my lifetime. I was raised from birth in Fullerton when our neighbors were about the same age, race, socio-economic level and shared a similar history.

Today 1 out of 3 of the residents of Orange County was born outside the United States. The largest group of students in our schools are Latinos who make up about 45% of our K-12 student population. We have enormous communities of people including Persians, Muslims, Vietnamese, Chinese, Mexicans, Latin Americans and virtually every other nation in the world. But we share more in common as human beings than that which separates us. The closer you look, the more you see.

Part of our challenge in choosing the right road to follow is the dangerous world we live in today and the fear that it engenders. The fear we have as a nation of losing our supremacy, or as faith groups of losing our foothold with our youth, or as communities losing what we are comfortable with or the prevalence of our values.

This fear turns ugly when we are unaware of, or ignore the suffering of our neighbors who are being attacked because they are perceived to be Muslim or Jewish, Black or Immigrant, Gay or Lesbian or other differences.

If we are to choose to take the road of strength in diversity we must invest in our human relations institutions that:

- **Develop the intergroup relationships** that sustain us when issues divide;
- **Create safe, inclusive communities** where all people are valued and respected;
- **Build understanding and respect** between our diverse elements;
- **Mediate conflict** that can undermine our society if left unresolved; and
- **Develop diverse leaders** that bring people together.

Choose the road of hope with leaders who look towards the future, whose rhetoric unites rather than divides, who inspire your hopes rather than appeal to your fears, and whose vision includes all of our neighbors rather than excluding those who are different.

Community Partners Enable Programs

Businesses, foundations and individuals contributed approximately \$962,000 in donations and grants in 2006-07 led by the Community Partners Board in collaboration with the Board of Directors. Fees and contracts brought in \$297,000 in income. Twenty-three cities paid dues to OC Human Relations for a total of \$83,000 and \$70,000 was earned in interest. These funds supported OC Human Relations non-profit 501(c)3 charitable programming expenses of \$1,515,000.

Audited Financial Position

The non-profit Orange County Human Relations Council's independent financial audit was conducted by Link, Murrell & Company who gave an unqualified opinion and concluded that OC Human Relations finances were in compliance with standard accounting principles. The audit reported Fiscal Year 2005-06 total expenses of \$1,695,773 in three categories: Programs-\$1,401,979; General and Administrative-\$133,651; and Fundraising-\$160,143. The audit reported June 30, 2006 year-end total net assets of \$2,122,512.

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 \$300,000 allocation of General Fund dollars for Fiscal Year 2006/07. In June 2007, the Board of Supervisors approved a FY 2007/08 Commission budget of \$300,000.

Staffing

The Commission staff was maintained at 2.8 this year with funding for one position underwritten by a grant and a 20% allocation of time of one position to the OC Housing Authority. The non-profit staff was reduced by a half position to 18.8 positions as of June 30, 2007.

OC Human Relations Community Partners & Members

Diamond \$100,000+

Anonymous
County of Orange

Titanium \$25,000 - \$99,999

Crevier BMW
KTLA-TV Charities Fund
Old Mutual Financial Network
Keith & Judy Swayne

Platinum \$10,000 – \$24,999

City of Santa Ana
California Endowment
Edison International
Employees Community Fund
of Boeing California
Fieldstone Foundation
Hilton Hotels Foundation
Innovative Marketing Strategies
Mission Hospital
PacifiCare
The Related Companies of California
Washington Mutual Foundation
Wells Fargo Bank
Sharon & Bill Wood

Gold \$5,000 - \$9,999

AT&T
Cal State Fullerton
Disneyland Resort
William Gillespie Foundation
Mary Lee & Bob Hill
Insurance Industry Charitable
Foundation, Inc.
KCBS-2/KCAL-9
Leigh & Lucy Steinberg
Dr. Greg McQuater
McQueen & Ashman LLP
Pacific Life Foundation
Parking Concepts, Inc.
Susan and John Reese
Sares-Regis Group

University of California, Irvine
Angel Varela Family
Volvo Cars of North America
YUM! Brands Foundation

Silver \$2,500 - \$4,999

Anonymous
Allergan Foundation
Kay Carpenter
The Church of Jesus Christ
of Latter-Day Saints
Coast Community College
District Foundation
City of Garden Grove
Kimberly & Jeff Goh
Haitbrink Asphalt Paving, Inc.
Kaiser Permanente
North Orange County
Community College District
Orange County Teachers
Federal Credit Union
PricewaterhouseCoopers
Rancho Santiago
Community College District
Sandpiper Realty Inc.
St. Joseph Health System Foundation
Shura Council of Southern California
South Orange County
Community College District
Southern California Gas
& SDG&E
Orange County Employees Association
St. Jude Medical Center

Bronze \$1,000 - \$2,499

Aitken, Aitken & Cohn
City of Anaheim
Comerica
Leonard Aoyama
Diana & Bill Carter
Entertainment Industry Foundation
Tina Fernandez
Fluor Enterprises
Rusty Kennedy & Anita Varela
Pat Krone
Juan Maldonado CLU & Associates
Patrick McGill
Roberta & Felix Schwarz
Orange County Community Foundation
Eli Reyna & Dr. Ron Scott
Jasjit Singh Ahuja, MD
& Gurpreet Singh Ahuja MD
Roger Stanton
Union Bank of California
Peter G. Welsh

Community Friends – Up to \$999

Anonymous
Omar Adham
Marlene Arnold
Colleen Bartley
Frank Benest
Nadia Bettendorf
Kathryn Bremer
Paula K Burrier-Lund
Peggy Calvert
Frances Carey
Gary Carter
Rosalie Carter
Jonathan Casey
Alan Chancellor
Eric T. Chang
Brian Choate
Joan Cohen
Minnard Duncan
Becky Esparza
Richard Fry
Fullerton Interfaith Emergency
Services, Inc.
Lin Fujitsubo
Garden Grove Unified School District
Margaret Gates
Diane Gonzalez
Rochelle Graham
Margot Graves
City of Huntington Beach
Virginia Han
Anne Heck
Judy Iannaccone
Ken & May Inouye
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Karl Kramer
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Shirley Ann Olsen
Orange County Congregation
Community Organization
John C Orr
Mary Perkins
Teresa Politte
Sharon Quirk
Joe Rosener
Christian Schrimpf
Sisters of Saint Joseph of Orange
Lorrl Senefeld
Bishop Jaime Soto
Hilda Sugarman
Adrian Tanakeyowma
Yesenia Velez
Andrea Weger
John Welter
Karl & Beckie Welty
Jon West
Lori Zucchini

OC Human Relations Public Partners Governance & Staff



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Inouye, Shively & Longtin
Nadia Bettendorf, Vice-Chair
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United Way
Jake Wager, City Manager
City of Stanton
Rev. Mark Whitlock, Pastor
Christ Our Redeemer AME
Bill Wood, Retired Vice-President
PacifiCare Health System

Cities

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

Tustin
Westminster
Yorba Linda

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Note:

This year, Chris Edwards, OC Human Relations staff member, passed away... We all miss her

This annual report was printed with
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1300 S. Grand Avenue, Bldg. B
Santa Ana, CA 92705
(714) 567-7470
www.ochumanrelations.org