Proposed Initial Subcommittees of the Commission on the State of Hate

1. Data and research. The duties of this subcommittee include:
   i. Compile data and research on hate activity in the state.
   ii. Compile data and research on evidence-based programs and interventions related to hate activity.
   iii. Provide resources and assistance to help public officials and communities monitor patterns and trends in hate activity and implement evidence-based interventions.
   iv. Identify important gaps in existing data and research on hate, and develop a strategic plan for the Commission to address those gaps.
   v. Collaborate with subject-matter experts and academic researchers in the fields of hate.
   vii. Propose additional subcommittees related to data and research, as needed.

2. Policy recommendations. The duties of this subcommittee include:
   i. Develop policy recommendations for promoting mutual respect and understanding among the people of California and between communities.
   ii. Develop recommendations for training state officials on best practices for recognizing and responding to acts of hate.
   iii. Develop protocols and processes for advising public officials and communities, as needed, on how to respond to and reduce hate activity.
   iv. Identify gaps in relevant knowledge and evidence upon which to make policy and training recommendations, and develop a strategic plan for the Commission to address those gaps.
   v. Collaborate with subject-matter experts, including from the Civil Rights Council, and academic researchers in the fields of hate.
   vi. Draft sections in the Annual State of Hate Commission Report describing and recommending policies, including legislation, to help the state effectively respond to and reduce instances of hate crimes.
   vii. Propose additional subcommittees related to developing and providing policy recommendations, as needed.

3. Recommendations for law enforcement. The duties of this subcommittee include:
   i. Collaborate with law enforcement agencies and experts.
ii. Audit existing practices, resources, and trainings used by law enforcement statewide to reduce and respond to instances of hate crimes.

iii. Identify gaps in knowledge and evidence upon which to make recommendations to law enforcement, and develop a strategic plan for the Commission to address those gaps.

iv. Draft sections in the Annual State of Hate Commission Report describing and recommending practices, resources, and trainings for law enforcement to effectively reduce and respond to instances of hate crimes.

v. Propose additional subcommittees related to developing and providing recommendations for law enforcement, as needed.

4. **Community forums.** The duties of this subcommittee include:

   i. Develop the protocols and processes for the implementation of at least four community forums per year.

   ii. Develop relationships with communities and community-based organizations.

   iii. Draft sections in the Annual State of Hate Commission Report describing and recommending actions to be taken by communities to respond to and reduce instances of hate crimes.

   iv. Propose additional subcommittees related to community forums and input, as needed.

5. **Best practices and solutions from other jurisdictions.** The duties of this subcommittee include:

   i. Compile and evaluate tools, practices, resources, and trainings from other jurisdictions, including other states and countries, that have been successful in responding to or reducing hate activity.

   ii. Develop recommendations for tools, practices, resources, and trainings that may be implemented by state agencies, the Governor, the Legislature, and communities to effectively respond to and reduce hate activity.

   iii. Draft sections in the Annual State of Hate Commission Report that describe and recommend tools, practices, resources, and trainings that should be implemented statewide.

   iv. Propose additional subcommittees related to learning from other jurisdictions, as needed.

6. **Funding.** The duties of this subcommittee include:

   i. Identify funding needs of the Commission

   ii. Develop a strategic plan for the use of funds appropriated for Commission activities.

   iii. Track the funds of the Commission.
iv. Identify other funding sources for the Commission, including federal grant programs.

v. Develop a strategic plan for the solicitation of funds as needed.

vi. Propose additional subcommittees related to funding, as needed.