

ATTACHMENT B

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.
 - vi. Draft sections in the Annual State of Hate Commission Report pertaining to data, statistics, and research on 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.