

I've have been a champion and defender of civil rights, comprehensive immigration reform, and human rights for my entire career as a public servant.

As a member and Speaker of the California State Assembly, I authored and supported numerous pieces of legislation that strengthened protections for immigrant workers and their families. I authored AB 800, a bill on workplace language restrictions that prohibited employers from requiring employees to speak English unless justified by a "business necessity." This law requires the employer to notify employees when speaking English is required and of the consequences of violating the rule.

I also authored legislation that would have established the Office of Immigrant Assistance within the Attorney General's Office to reach out to immigrant workers and their families. The Office would have helped immigrants understand their rights in their communities and their languages. The legislature approved this bill, but the Governor ultimately vetoed it. Undeterred, I continued to work with then-Attorney General Bill Lockyer to create the Office under his jurisdiction, which still exists today. My efforts will never be discouraged, as I have continued working with and fighting for immigrant families throughout my career.

The week after the presidential election in 2016, I met with a group of local immigration advocates and constituents - mothers, fathers, sons, and daughters. They all expressed great fear and anxiety over what the Trump administration might do to destroy their lives and uproot their families from the place that they call home. I walked out of that meeting and the following week announced that the City of Los Angeles would hire the City's first-ever Immigrant Advocate. Our Immigrant Advocate has provided invaluable advice over the last couple of years to help guide our policies.

As Council President, I created the first-ever full-time policy committee dedicated to working on Immigrant Affairs and appointed Councilmember Gil Cedillo as the Chair. Through this committee, the City Council has passed monumental legislation, declaring Los Angeles a Sanctuary City, increasing protections against the disclosure of tenants' immigration or citizenship status to federal immigration authorities, and ensuring that all LA residents are protected and respected by their local government.

I co-authored, with Councilmember Cedillo, the motion that called for the first-ever Civil and Human Rights ordinance in the LA history. This ordinance, adopted in 2019, prohibits the denial of equal treatment to individuals based on their race, color, ethnicity, creed, age, national origin, citizenship status or perceived status, gender, gender identity or expression, sexual orientation, or perceived orientation, disability, marital status, partnership status, employment status or source of income.

Through my work as Chair of the City Council's Rules, Elections, and Intergovernmental Relations Committee, I have supported comprehensive immigration reform at the federal level that: creates a pathway towards citizenship for law-abiding immigrant workers and their families; reduces immigration backlogs; offers an opportunity for immigrant students to pursue

a college education; promotes civil integration; implements enforcement measures in a humane manner; and of course opposition to all of the inhumane actions the Trump Administration has taken on this subject.

I recently authored a motion that would change the zoning code throughout the City of Los Angeles to prohibit the construction and operation of private detention centers in the City Los Angeles. I'm also proud that one of my staff members served as an expert witness on behalf of the residents of the City of Los Angeles and State of California during the citizenship question lawsuits and now Census tabulation lawsuits, preventing the Trump Administration from interfering with the 2020 Census.

I believe in equity and equality for all human beings. I have a saying that in Los Angeles, we don't care who you love, as long as you love. We don't care what gender our neighbor is, as long as they're a good neighbor. I have been fighting for civil and human rights for nearly four decades, and I look forward to continuing to fight with you on these issues of equity in the workplace and society if blessed to be elected the next County Supervisor.

Some examples of my previous work in the State Assembly and as President of the Los Angeles City Council include:

Created a program called embRACE LA, that brings people from all over the City to have conversations about race, ethnicity, gender, sexual orientation, and other subject matters that folks have difficulty discussing. When I was a kid, we used to have these conversations around the dinner table, church, work, and the community. We need to engage in these conversations to understand each other better and work together toward a more perfect union and society. We are the United States of America, not the "Divided States of America."

I recently co-authored a motion with Councilmembers Harris-Dawson and O'Farrell to create an Office of Racial Equity in the City of Los Angeles, an outcome of our embRACE LA program.

Moreover, as the Speaker of the Assembly in 2002, I sponsored legislation with Senate President Pro Tempore Burton to strengthen the Agricultural Labor Relations Board's ability to ensure fair union elections for farmworkers. The law allowed the ALRB to permit mandatory mediation and conciliation in cases of an initial-contract bargaining impasse. In 2014, while the United Farm Workers was in a major dispute with Gerawan Farms, I authored a resolution supporting UFW, leading to a committee hearing and successful rally, demanding a resolution to the contract and bargaining disputes with Gerawan. Unfortunately, the Gerawan family chose not to attend the hearing and took the issue personally, which led to them funding an independent expenditure campaign against my re-election in 2015.