

LATOYA CANTRELL, MAYOR
CITY OF NEW ORLEANS

OFFICE OF THE MAYOR

EXECUTIVE ORDER

LC 19-01

WHEREAS, the Cantrell Administration is committed to ensuring that all residents of the City of New Orleans have access to a responsive and efficient government that meets the needs of its people;

WHEREAS, after 300 years, many residents still face significant barriers to opportunity, systems that perpetuate inequity, widening socioeconomic disparities, and continued discrimination and bias;

WHEREAS, local government has a duty to be intentional and identify ways that it can address such issues, ensuring that all residents have the tools they need to live full, safe, and prosperous lives;

WHEREAS, each department within City government has a role to play in identifying how it can work to improve the lives of the City's most marginalized residents;

WHEREAS, municipal human rights organizations serve an important role in coordinating these efforts across departments and working to embed equitable practices in City government;

WHEREAS, municipal human rights organizations may also serve an important role in facilitating enforcement of the City's anti-discrimination laws;

WHEREAS, effective municipal human rights organizations work closely with our communities to craft intentional policies and strategies that uplift our most marginalized residents;

NOW, THEREFORE, I, LATOYA CANTRELL, by the authority vested in me as Mayor of the City of New Orleans by the Constitution and laws of the State of Louisiana and the Home Rule Charter and laws of the City of New Orleans, **HEREBY ORDER AS FOLLOWS**:

1. Effective Date
This Executive Order is effective upon the date of its issuance.
2. Purpose
The purpose of this Executive Order is to create an Office of Human Rights and Equity ("OHRE") within the Office of the Mayor, to be led by a Director of Human Rights and Equity.

3. Creation of the Office of Human Rights and Equity

The City of New Orleans Office of Human Rights and Equity (“OHRE”) is hereby created in the Office of the Mayor. The OHRE shall be headed by a Director of Human Rights and Equity (“DHRE”), who shall serve in the unclassified service of the New Orleans Civil Service System.

The DHRE shall also serve as the Executive Director of the City’s Human Relations Commission, which shall operate as a division of the OHRE.

The OHRE shall also serve as the City’s Equity Office and the DHRE shall also serve as the City’s Equity Director, responsible for embedding equitable policies within and across all City Departments.

4. Authority of the Office of Human Rights and Equity

The Office of Human Rights and Equity shall serve as the City’s central coordinating entity for policies and initiatives that promote and advance human rights, embed equitable practices in City government, diffuse tensions, and fight unlawful discrimination. Its duties will include but not be limited to:

- i. Serving as advisor to the Mayor on matters related to human rights;
- ii. Developing, coordinating, and implementing results-driven initiatives that seek to promote human rights, minimize disparities, and improve the conditions of our City’s most marginalized residents;
- iii. Developing and implementing initiatives and programs that seek to embed equitable practices within City government;
- iv. Facilitating enforcement of the City’s anti-discrimination laws through the Human Relations Commission;
- v. Collecting data, monitoring, documenting, and reporting on human rights issues;
- vi. Partnering with outside organizations and City departments as appropriate; and,
- vii. Engaging in outreach, training, and educational initiatives.

10. Duration

This Executive Order will remain in effect until amended or suspended by a subsequent order approved in accordance with Section 4-206(3)(c) of the Charter.

WITNESS MY HAND AND SEAL THIS 20TH DAY OF March, 20 19, AT NEW ORLEANS, LOUISIANA.

LaToya Cantrell, Mayor
City of New Orleans