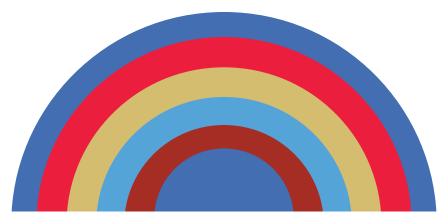


IMPLEMENTATION GUIDE





COUNTYWIDE LAND ACKNOWLEDGMENT

As Adopted by the County of Los Angeles Board of Supervisors on November 1, 2022 and Updated on November 4, 2025

The County of Los Angeles recognizes that we occupy land originally and still inhabited and cared for by the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples. We honor and pay respect to their elders and descendants—past, present, and emerging—as they continue their stewardship of these lands and waters. We acknowledge that settler colonization resulted in land seizure, disease, subjugation, slavery, relocation, broken promises, genocide, and multigenerational trauma.

This acknowledgment demonstrates our responsibility and commitment to truth, healing, and reconciliation and to elevating the stories, culture, and community of the original inhabitants of Los Angeles County. We are grateful to have the opportunity to live and work on these ancestral lands. We are dedicated to growing and sustaining relationships with Native peoples and local tribal governments, including (in no particular order) the

- Fernandeño Tataviam Band of Mission Indians
- Gabrielino Tongva Indians of California Tribal Council
- Gabrieleno/Tongva San Gabriel Band of Mission Indians
- Gabrieleño Band of Mission Indians–Kizh Nation
- Yuhaaviatam of San Manuel Nation
- San Fernando Band of Mission Indians
- Coastal Band of Chumash Nation
- Gabrielino/Tongva Nation
- Gabrielino Tongva Tribe

To learn more about the First Peoples of Los Angeles County, please visit the Los Angeles City/County Native American Indian Commission website at lanaic.lacounty.gov.

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- County of Los Angeles Established on February 18, 1850, Los Angeles County is geographically one of the largest, with 4,084 square miles, and has the largest population of any county in the nation—nearly 10 million residents. Around 9 million people live in one of the County's 88 cities. Another 1 million live in unincorporated areas. As a subdivision of the State of California, the County provides a wide range of services to its residents, from public health to social services to arts and culture. The California Constitution authorizes the County to make and enforce local ordinances that do not conflict with state and federal laws. Where the law does not prescribe a method for accomplishing a task, the County may adopt a reasonably suitable one.
- First Peoples First Peoples are the original stewards of their homeplaces. In
 the context of the County's work, First Peoples refer to the original inhabitants
 of Los Angeles County—Tongva, Tataviam, Serrano, Kizh, and Chumash—and all
 descendants, not just those with formal tribal affiliations to present-day Tribes.
 (Please note that these tribal affiliations are listed in reverse alphabetical order
 in alignment with the Countywide Land Acknowledgment and no additional
 significance is indicated.)
- American Indian and Alaska Native Persons belonging to the Indigenous Tribes
 of the continental United States (American Indians) and the Indigenous Tribes and
 villages of Alaska (Alaska Natives).³
- Native American During the Civil Rights movement in the 1960s, the term Native American grew popular as a way to remind the United States government of the existence of American Indians and Alaska Natives in North American territory long before the establishment of the United States as a nation.⁴
- Indigenous Peoples Indigenous peoples are the first inhabitants of an area and their descendants. Its usage is not limited to just peoples from what is now known as the United States but peoples throughout the world.
- Local Tribal Governments This term refers to sovereign tribal bodies with ancestral
 lands that intersect with the County's present-day boundaries, primarily representing
 five tribal affiliations Tongva, Tataviam, Serrano, Kizh, and Chumash. (Please note
 that these tribal affiliations are listed in reverse alphabetical order in alignment with
 the Countywide Land Acknowledgment and no additional significance is indicated.)
- Federally Recognized Tribe An American Indian or Alaska Native tribal entity that is recognized as having a government-to-government relationship with the United States.⁵

¹ County of Los Angeles – About

² California Constitution – County Structure and Power

³ U.S. Department of the Interior, Bureau of Indian Affairs FAQ

⁴ National Endowment for the Humanities Teacher's Guide

^{5 &}lt;u>U.S. Department of the Interior, Bureau of Indian Affairs FAQ</u>

- Non-Federally Recognized Tribe American Indian or Alaska Native tribal entities
 that do not have government-to-government relationship with the United States.
 The majority of Tribes in what is now known as the County of Los Angeles are not
 federally recognized.
- California Native American Tribe California State Law provides the means for both Federally Recognized and Non-Federally Recognized Tribes to protect their respective tribal cultural resources. California Native American Tribe refers to a Tribe on the list maintained by the Native American Heritage Commission for purposes of tribal consultation under Chapter 905, California Statutes of 2004.
- Native American Heritage Commission (NAHC) AB52 List In 1976, the California State Government established the Native American Heritage Commission (NAHC) as the primary government agency responsible for identifying and cataloging Native American cultural resources.⁶ The NAHC maintains a list of California Native American Tribes traditionally and culturally affiliated with the geographic area of a proposed project that is subject to the California Environmental Quality Act (CEQA) and provides it to the government agency leading the consultation.

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SECTION II.BACKGROUND

In recent years, Los Angeles County (County) has been active in both uplifting the histories of what is now known as Los Angeles County and prioritizing equity for communities Countywide. The County is also committed to actively engaging in repairing relationships and restorative collaboration with Native communities.

On June 23, 2020, LA County Supervisor Hilda L. Solis introduced a motion, co-authored by former Supervisor Sheila Kuehl, to adopt the Countywide Cultural Policy. Unanimously adopted by the Board of Supervisors, the policy is intended to foster an organizational culture that values and celebrates arts, culture, and creativity; strengthens cultural equity and inclusion; and leverages arts and culture in strategies to achieve the highest potential of communities across all aspects of civic life. The Cultural Policy calls for the County to "identify ways to acknowledge Indigenous Peoples as traditional stewards of this land at County public events and ceremonial functions and celebrate the contributions of culture bearers and traditional arts practices of diverse communities." Beginning in October 2021, the County, through the Los Angeles City/County Native American Indian Commission (LANAIC) and the Los Angeles County Department of Arts and Culture (Arts and Culture), embarked on a process to gather input to its understanding of the history of the region's First Peoples and the harms that have been perpetuated and to gather input on the development of a formal land acknowledgment for the County.

Arts and Culture, the LANAIC, and its consultant team conducted extensive outreach to 22 California Native American Tribes (Tribes), with generally five tribal affiliations, that have ties to the Los Angeles County region, as identified by the State of California Native American Heritage Commission.

The following Tribes appointed a representative to participate on a working group to contribute recommendations, guidance, and historic and cultural information that would inform the development of a formal land acknowledgment for the County:

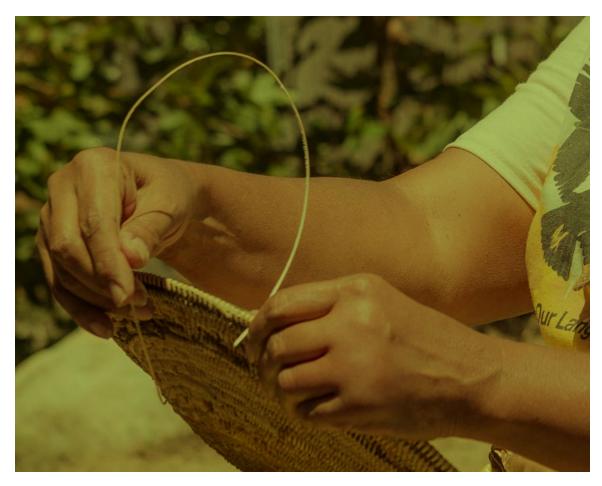
- Fernandeño Tataviam Band of Mission Indians
- Gabrielino Tongva Indians of California Tribal Council
- Gabrieleno/Tongva San Gabriel Band of Mission Indians
- San Manuel Band of Mission Indians
- San Fernando Band of Mission Indians

One Tribe—the Gabrieleño Band of Mission Indians—Kizh Nation (Kizh)—contacted the LANAIC and requested a separate process. The Kizh were provided an opportunity to review the draft Countywide Land Acknowledgment ahead of the Board of Supervisors motion to adopt it.

On October 18, 2022, LANAIC commissioners approved a recommendation for the Board of Supervisors to adopt the Countywide Land Acknowledgment. On November 1, 2022, Supervisors Hilda L. Solis and Janice Hahn introduced a motion calling for the Board of Supervisors to adopt the Countywide Land Acknowledgment and that, effective December 1, 2022, the Countywide Land Acknowledgment should be verbally announced and displayed visually at the opening of all Board meetings.

On February 16, 2023, "We Are Still Here," A Report on Past, Present, and Ongoing Harms Against Local Tribes is filed with the Board of Supervisors. This report includes an accounting of the history of the First Peoples of the region, and reflects the thoughts, wishes, needs, and recommendations of representatives from the Fernandeño Tataviam Band of Mission Indians, Gabrieleno/Tongva San Gabriel Band of Mission Indians, Gabrielino Tongva Indians of California Tribal Council, San Fernando Band of Mission Indians, and San Manuel Band of Mission Indians.

While all five tribal affiliations for the First Peoples were listed in the Countywide Land Acknowledgment, only the present-day names of the Tribes who participated and specifically expressed support for the Land Acknowledgment were listed. As the County continues engagement with local Tribes, more names of present-day Tribes may be added.





This guide is intended to help the County of Los Angeles implement the Countywide Land Acknowledgment. It is also intended to share resources and best practices with County staff, municipalities, and other entities located in the County, as recommended by appointed representatives of participating Tribes (see Appendix B).

The guide is designed as a practical reference that County staff members may refer to as they deliver and use the Countywide Land Acknowledgment. The guide is divided into sections that largely mirror the County activities and materials where the Countywide Land Acknowledgment should be incorporated.

The final section of the guide is focused on steps to take beyond the acknowledgment. Acknowledgment is a way to honor and pay respect to the land and the First Peoples. It is a first step toward correcting the misinformation and harmful practices that erase the history and culture of the First Peoples. When done properly, a formal land acknowledgment can be an opening to greater public consciousness of Native American sovereignty and civil rights and a move toward creating equitable relationships and beginning reconciliation with the First Peoples. The hope is that the resources and prompts provided can help foster meaningful reflections and deep conversations personally and within your Departments and agencies.

While this guide should be used by all County Departments and agencies and is intended to be as comprehensive as possible, we recognize that specific situations or questions may arise. Questions may be directed to: acknowledge-land@lanaic.lacounty.gov.





THE INDIGENOUS HISTORY OF THE LAND ACKNOWLEDGMENT

Historically, when a Native American group or individual Native American person (guests) travelled to another cultural area, they would approach the caretakers of the land (hosts), identify themselves, and state why they were on the land. The guests would ask permission to enter the area. The host community could then decide whether to welcome the guests or not.

In recognition of this cultural protocol, witnessed by non-Natives, land acknowledgments have been integrated into practice by organizations and institutions worldwide to acknowledge the First Peoples at the opening of convenings and public events. Over the past decade, it has become a widespread practice, manifesting in print, signage, and performance throughout the U.S. and Canada.

THE FORMAL LAND ACKNOWLEDGMENT TODAY

A formal land acknowledgment is a statement that recognizes an area's original inhabitants, those who have been forcibly dispossessed of their homelands, and is a step toward recognizing the negative impacts these communities have endured and continue to endure as a result. A formal land acknowledgment, such as the Countywide Land Acknowledgment, honors the First Peoples and recognizes the connection with the land, their continued reciprocal stewardship of the lands and waters, and their ongoing work to preserve and protect the land.

The formal Countywide Land Acknowledgment is intended to center the First Peoples by highlighting their strength, resilience, and continued contribution to the greater Los Angeles County community. It makes clear that the First Peoples are still here, and they have not left their ancestral lands.



SECTION V. HOW TO DELIVER THE COUNTYWIDE LAND ACKNOWLEDGMENT

Honoring and respecting the land and its people is not just in the language of the Countywide Land Acknowledgment.

The way the acknowledgment is verbally delivered matters. If your department is planning to verbally deliver the Countywide Land Acknowledgment at a meeting or event, take the following steps.

Determine the acknowledgment's place in the agenda.

The land acknowledgment should be prominently placed, ideally the very first item on the agenda.





Determine who will verbally deliver the acknowledgment.

It should be delivered by the highest ranking staff member from the host organization or agency who is present at the meeting or event.

Prepare for the acknowledgment and learn the purpose, intention, and responsibilities.

Delivering the land acknowledgment should be motivated by genuine respect and support for Native Peoples and local Tribes.



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Identify next steps.

Follow the land acknowledgment with a call to action or educational offering. How is your organization or agency uplifting Native Peoples and local Tribes?



Practice your pronunciation.

Review the <u>audio guide</u> to make sure you know how to pronounce each tribal name and Native American word correctly. The more times you read the land acknowledgment, the more comfortable you'll become at pronouncing the names.



WHAT TYPE OF MEETINGS OR EVENTS SHOULD INCLUDE THE COUNTYWIDE LAND ACKNOWLEDGMENT?

All County meetings and events that are open to the public should include a verbally delivered Countywide Land Acknowledgment. Public-facing meetings are an opportunity to confirm the County's commitment to recognizing and lifting up the First Peoples.

Because the First Peoples have been marginalized and their rights ignored for so long, it is important to be intentional with the Countywide Land Acknowledgment by including it at any meeting or event that also includes a performance of the National Anthem, flag salute, or recitation of the Pledge of Allegiance.

Formal internal meetings with more than 20 attendees, such as department-wide meetings or cross-departmental collaborations, welcoming or kick-off events, or the first all-staff meetings of a new year should include the verbal delivery of the Countywide Land Acknowledgment to set the right tone and to foster understanding of the County's commitment and priorities to the First Peoples.

Events for Children

For public meetings where the audience is primarily children, such as a preschool, elementary school, or library event, a shortened acknowledgment may be delivered in place of the full Countywide Land Acknowledgment. The shortened version should be one or two sentences and focus on the First Peoples and their relationship with the land. The primary goal of the shortened acknowledgment is to support building age-appropriate awareness.

Example: Before we begin, we want to acknowledge we are on the lands of the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples and we are thankful for their many years of stewardship of the land.

Including a land acknowledgment at an event for children also invites opportunities to expand your curriculum to include Native American literature, art, and history.

What type of meetings or events don't need the Countywide Land Acknowledgment?

Internal team meetings and informal meetings in the course of conducting County business do not need a verbal Land Acknowledgment delivered.

Events that are hosted on County-owned property by an entity other than the County are not expected to include the Countywide Land Acknowledgment. County Departments working with organizers of these events should provide the information to the non-County entity and encourage them to take this important step.

WHEN SHOULD THE COUNTYWIDE LAND ACKNOWLEDGMENT BE DELIVERED DURING A MEETING OR EVENT?

The Countywide Land Acknowledgment should be a prominent agenda item at the beginning of the meeting or event, ideally as the first item. Its delivery should never be formulaic or pre-recorded, nor considered as an afterthought.

WHO SHOULD DELIVER THE COUNTYWIDE LAND ACKNOWLEDGMENT?

It should be delivered by the highest-ranking staff member of the host Department, agency, or organization, or an elected County official who will be giving opening remarks.

The Countywide Land Acknowledgment is an opportunity to recognize the First Peoples and is one in a series of steps towards truth, healing, and building better relationships between the County and local Tribes.

Who should NOT deliver the Land Acknowledgment?

It is not appropriate to ask a representative from a local Tribe, American Indian, Alaska Native, or Indigenous Person to deliver the Countywide Land Acknowledgment.

While they should not be asked to deliver the land acknowledgment, it is appropriate to consider extending an invite to local Tribes to participate in the meeting or event if other guests are being invited to speak and if the Tribe can be given a space to speak and to share their own histories and perspectives. The local Tribes can decide for themselves when it is appropriate to participate and at what level to participate. These kinds of opportunities can offer additional education, showcasing how tribal communities interact with the specific topic at hand, and reinforcing the message of "we are still here."

PREPARING FOR THE DELIVERY OF THE COUNTYWIDE LAND ACKNOWLEDGMENT

Delivery should be prepared through a reflective and intentional process to understand past and ongoing harms, as well as to learn about the First Peoples in the present day. Delivering the Countywide Land Acknowledgment should be motivated by genuine respect and support for local Tribes and American Indian and Alaska Native people.

The Countywide Land Acknowledgment includes the tribal affiliations, as well as the names of present-day Tribes. In addition to becoming familiar with LA County's local Tribes and their histories and cultures, the speaker should review the audio guide to ensure they know how to pronounce each term and tribal name correctly. These resources can be accessed at lacounty.gov/government/about-la-county/land-acknowledgment.

SETTING THE CONTEXT FOR ATTENDEES

Successful land acknowledgments give opportunities for people to do their own research and follow up. It should allow people to take something from the statement that teaches them how to be a better visitor on the land. When possible, County staff should follow up the delivery of the Countywide Land Acknowledgment by providing additional resources and recommendations for action steps. See Section VII for examples.

While understanding historical trauma helps explain the current situation facing the County's Native American Peoples and the harms that are ongoing today, the Countywide Land Acknowledgment is intended to underscore the narrative of hope, strength, and resilience.



Representatives from local Tribes shared their hope that having the Countywide Land Acknowledgment highly visible could positively impact outcomes by keeping local Tribes and the American Indian and Alaska Native community at the forefront during County decision-making processes.

VISUALLY DISPLAYED AT MEETINGS

When the Countywide Land Acknowledgment is verbally delivered, its text should additionally be displayed visually on TV monitors or LED screens, if they are available, for in-person and hybrid events, or through screen sharing for online meeting platforms (e.g., Microsoft Teams and Zoom). See this link for a sample of a visual display.

If the location of the meeting or event does not allow for a digital display, organizers should include the text of the Countywide Land Acknowledgment in the printed program and/or consider providing handouts/educational materials about the First Peoples.

PUBLIC-FACING DOCUMENTS

The text of the Countywide Land Acknowledgment should be included near the beginning of all formal, public-facing County documents and reports (e.g., master plans, strategic plans, annual reports). It should be included behind the cover sheet but in advance of the Table of Contents.

This is especially critical for the documents, reports, and plans for the departments that directly deal with land, such as Beaches and Harbors, Parks and Recreation, Public Works, and Regional Planning.





DIGITAL SPACES

Websites

All County-affiliated websites should include the Countywide Land Acknowledgment in an easily accessible place to orient the visitor.

In addition to the full text of the Countywide Land Acknowledgment, Departments should link to resource pages on <u>lacounty.gov</u> and <u>lanaic.lacounty.gov</u> for website visitors to learn more. Departments are also encouraged to share the action steps they have taken beyond the Countywide Land Acknowledgment to support local Tribes and the American Indian and Alaska Native community.

Email Signatures

Including a shortened version of the Countywide Land Acknowledgment in an email signature is another opportunity to increase visibility. The shortened version should include a brief statement naming the First Peoples and then include your Department's commitment to action to care for the land and restore balance. For consistency and to mitigate harm, it is recommended that County Departments adopt a policy on specific language and/or format for their employee email signatures.

Example format:

Joe Smith (he/him)

Operations Analyst Los Angeles County Department of X

Main: (213) 111-1111 Cell: (213) 111-1111

lacounty.gov | @lacounty

The County of Los Angeles recognizes that we occupy land originally and still inhabited and cared for by the Tongva, Tataviam, Serrano, Kizh, and Chumash Peoples. The Department of X is committed to [INSERT ACTION HERE]. To learn more, visit lacounty/land-acknowledgment.

PLACE-BASED LAND ACKNOWLEDGMENTS

Departments with facilities, municipalities, and other entities may be interested in developing a land acknowledgment that is more specific to their geographic location.

Place-based land acknowledgments are highly supported by the representatives of local Tribes that participated in the development of the Countywide Land Acknowledgment. However, to avoid perpetuating harms caused by colonial boundary setting, the County will not create or distribute a map dictating tribal and ancestral boundaries. Developing a place-based land acknowledgment must be created intentionally and thoughtfully, and it requires a meaningful outreach process with proper resourcing, time, and cultural sensitivity. If your Department would like to develop a place-based land acknowledgment, consider the following:

- Contact the California Native American Heritage Commission (NAHC) to request a tribal consultation list for the specific location/area.
- Contact all tribal representatives listed on the NAHC list to invite them to participate
 in the development of a place-based land acknowledgment. You should offer at
 least a month (six weeks is the preferred minimum) to respond and plan to follow up
 multiple times. Consider reaching out via email, physical mail, and phone.
- Note that Tribes are often working with limited resources and may not have capacity
 to participate in the way you originally planned. Develop a process that can be
 flexible and adaptable to the needs of all interested Tribes.
- Plan to compensate tribal participants for their time, energy, and knowledge.
- Ensure the place-based land acknowledgment does not invalidate or contradict the adopted Countywide Land Acknowledgment.





SECTION VII.

BEYOND THE LAND ACKNOWLEDGMENT

The First Peoples of what is now known as the County of Los Angeles are still here. Reflect on how you, your Department, and the people in attendance can make sure the Countywide Land Acknowledgment is not delivered in a vacuum.

DISCUSSION PROMPTS

Before taking action or making a commitment to support and uplift the First Peoples and local tribal governments, it's important to analyze what you're already doing to identify areas of improvement, ways to reduce/eliminate harm, and how you might stay accountable for those commitments.

The following example discussion prompts are intended to guide your personal reflection and internal Department discussions. It is not intended to be an exhaustive list of self-assessment:

- Are there existing resources we are leveraging, or could leverage, in service to local Tribes?
- Are any of our Department's current practices causing harm to local Tribes and/or the American Indian or Alaska Native (AIAN) community? If yes, how can we minimize or eliminate that harm?
- Do we have established relationships with local Tribes and the AIAN community? If not, why not?
- Do we have any existing practices that support and care for the land? Are there opportunities for partnership with local Tribes in the support and care for the land?
- How are we reducing inequities and ensuring local Tribes and the AIAN community have better life outcomes?

EXAMPLES OF DEPARTMENT-LEVEL COMMITMENTS AND ACTION STEPS

The following examples were shared by tribal representatives during the creation of "We are Still Here." A Report on Past, Present, and Ongoing Harms.

- Support the creation of a Los Angeles County Tribal Consent and Consultation Policy, a recommendation of the June 22, <u>2022 Report Back</u> to the <u>motion</u> by Supervisors Janice Hahn and Hilda L. Solis.
- Support the creation of a Los Angeles County Tribal Relations Office (TRO), which
 would serve as a liaison and point of contact for all tribal concerns. The TRO is
 necessary to provide the consistency needed to strengthen relationships with local
 Tribes and build on the County's commitment to reducing and mitigating harm to the
 greatest extent possible.
- Include accurate history taught from a Native American perspective in County
 educational programs. Educational programs should include tribal members and/
 or elders to share their history and provide cultural perspectives on land access,
 cultural resources, and preservation.
- Create mechanisms and policies to ensure tribal knowledge and input is valued, incorporated, and compensated during tribal consultations and outreach engagements.
- Support the funding of curriculum development for County staff training about the history, experience, struggle, and resilience of the County's First Peoples. This education will allow local Tribes to freely engage in ceremonial practices without becoming a public spectacle.
- For County projects with ground disturbance, mandate tribal-led cultural humility training and oversight by staff with cultural knowledge to ensure cultural resource monitors can work safely and with respect.



- Create true collaborative relationships with local Tribes that extend beyond consultation as mandated by local, state, and federal laws.
- **Use present tense language** when referring to local Tribes in County communications.
- Include local Tribes in County data sets. This process should be designed in partnership with representatives from local Tribes, so as not to give other people, such as consultants or contractors, the power to say who owns it.
- Balance the time and resources of the Tribes with active participation and inclusion. Extend the invite to Tribes to participate in both planning efforts and public facing efforts. It will be up to the Tribes to say when it is appropriate to participate and at what level to participate.

EXAMPLES OF PERSONAL COMMITMENTS AND ACTION STEPS

The following is a list of some examples of personal commitments you can make as a resident of Los Angeles County:

- Be cognizant of the people who came before you.
- Learn more about the history of California before it became a state.
- Volunteer at and/or support land clean-up events and efforts.
- Learn more about and, if feasible, incorporate native plants into your yard/patio.
- Learn more about the difference between cultural appreciation and cultural appropriation.
- Support efforts for land rematriation.





APPENDIX A. ADDITIONAL RESOURCES

The following resources were identified and compiled during the process of developing the Countywide Land Acknowledgment and this guide.

- · The Autry Museum's Resources Center
- "California Through Native Eyes" by William Bauer
- CICSC/AIS Land Acknowledgment Toolkit
- Dr. Cutcha Risling Baldy Video on Land Acknowledgment Structure
- Fernandeño Tataviam Band of Mission Indians Land Acknowledgment Resource
- Honor Native Land Resource Pack
- LA County Library American Indian Resource Center
- Native Governance Center A Guide to Indigenous Land Acknowledgment
- Tongva Taraxat Paxaavxa Conservancy
- UCLA American Indian Studies Center (AISC)



All 22 Tribes on the Native American Heritage Commission AB52 List for the County of Los Angeles were invited to participate in the development of the Countywide Land Acknowledgment and this Implementation Guide.

The following local Tribes participated in the development of this Implementation Guide (in alphabetical order):

- Coastal Band of the Chumash Nation
- Fernandeño Tataviam Band of Mission Indians
- Gabrieleno/Tongva San Gabriel Band of Mission Indians
- Gabrielino Tongva Indians of California Tribal Council
- Gabrielino/Tongva Nation
- Gabrielino Tongva Tribe
- Yuhaaviatam of San Manuel Nation (formerly San Manuel Band of Mission Indians)

This Implementation Guide was developed in 2023, with updates provided in 2025, led by the Los Angeles County Department of Arts and Culture and the Los Angeles City/County Native American Indian Commission, in coordination with Cogstone Resource Management, Kearns & West, and Avid Core.



