



OFFICE OF THE GOVERNOR

OCT 08 2021

To the Members of the California State Assembly:

I am returning Assembly Bill 412 without my signature.

AB 412 creates the California Commission on Human Rights to explore and identify ways the state can promote the protection of human rights to provide equal economic, political, and educational opportunities without prejudice or discrimination.

The Department of Fair Employment and Housing (DFEH), California's civil rights promotion and enforcement agency, is currently charged with investigating, mediating, and prosecuting complaints of civil rights violations involving employment, housing, public accommodations, state-funded programs and activities, hate violence, and human trafficking. DFEH's Fair Employment and Housing Council is currently authorized to hold hearings and issue publications that aid in the elimination of unlawful discrimination, or advance civil rights in the State of California. Recently, the Council has held civil rights hearings on algorithmic decision making, employment barriers for individuals with criminal histories, hate violence in California, and civil rights issues in the Central Valley.



While the aims of this bill are noble and worthwhile, the work that would be entrusted to this Commission is duplicative of the work being done by DFEH. Additionally, this bill creates significant cost pressures that are currently not accounted for within the 2021 Budget Act. For these reasons, I am returning this bill.

Sincerely,



Gavin Newsom