



## Fort Collins Human Relations Commission 2014-2015 Work Plan

*As Community leaders and advisors to City Council, we research, deliberate and take proactive and responsive measures to promote the dignity of individuals and groups in Fort Collins.*  
*HRC Mission Statement*

For 2014-2015, the Fort Collins Human Relations Commission will continue with a broad plan for supporting human relations issues that are pertinent to the City of Fort Collins consistent with aligning their focus on City Outcomes such as Community and Neighborhood Livability and Safe Communities. Responsibilities are divided among HRC's four Committees but are not exclusive to any one Committee. Our Commission has pledged to become informed about human relations issues and events within Fort Collins and recommend appropriate action to City Council.

Below are HRC's Goals followed by a brief synopsis of HRC's Standing Committee structure, functions and ongoing responsibilities.

### **GOALS**

HRC has established the following goals for 2014-2015:

1. The HRC has developed this ongoing Work Plan for 2014-2015 aligning its goals with City outcomes for Community and Neighborhood Livability and Safe Community.
2. The HRC will continue to recognize members of the community at an annual HRC Awards event in collaboration with the Women's Commission.
3. The HRC will present a series of educational programs with the goal to end stigmatization connected with mental health issues.
4. The HRC will support educational outreach initiatives in collaboration with various constituencies for Fort Collins to be recognized as a healthy aging-friendly community.

5. The HRC will communicate the Commission's support to Council for a multi-cultural diversity conference as is currently under consideration by the City. If such an event is approved, the HRC will designate a commissioner to participate in the event's planning.
6. The HRC will streamline the publicity process for its event planning including development of a media resources plan and kit consistent with the City's standards and practices.
7. The HRC will provide a mentoring program to welcome new members and provide seamless integration to orient them to committee assignments.

**The EXECUTIVE COMMITTEE shall...**

- Determine meeting agendas for monthly HRC meetings and special meetings.
- Maintain regular communication with HRC's City Council Liaison and City Council.
- Delegate issues for resolution to standing or to special committees.
- Provide support to HRC committees as needed.
- Call special meetings when problem resolution of urgent issues is needed.

**The GOVERNMENT RELATIONS COMMITTEE shall...**

- Act as primary point of contact for the Citizen Liaison Program which assists citizens in filing complaints with Fort Collins Police Services. Coordinate with Police Services to train people in the Citizen Liaison Program and to allow effective utilization of the program within the complaint process. Maintain a list of interpreters to assist with translation in filing complaints.
- Keep a calendar of City Council meetings and solicit HRC members to monitor City Council agendas and attend or view meetings as appropriate; develop protocol for attendance at City Council meetings; specifically monitoring the Community Open Mike period at the beginning of Council sessions. Address City Council as needed and report back to the HRC.
- Attend Citizen Review Board meetings and provide assistance upon its request.
- Help to educate citizens and recommend actions which promote positive relations among community members, Fort Collins Police Services and the Citizen Review Board.
- Review proposed legislation, policy changes or other governmental action at the federal, state or local level which may affect human rights and civil liberties in the City in order to make recommendations regarding the same, as appropriate.
- Research and recommend actions necessary to achieve: equal employment opportunities; equal housing opportunities; equal public accommodation opportunities and the best possible Fort Collins government/community relations in all fields of government.

**The MEDIA/COMMUNITY RECOGNITION COMMITTEE shall...**

- Foster cooperative relations with media to increase visibility of HRC's work.
- Draft necessary articles or communication pieces to support the work of the HRC.
- Plan, coordinate and execute an Annual HRC Awards event.
- Maintain the HRC website and brochure, working with the City staff.

**The EDUCATIONAL OUTREACH COMMITTEE shall...**

- Create a better understanding of community inclusivity through educational programs and/or events relating to cultural, ethnic, racial, gender, age, disability and/or other diversity issues.
- Keep the Commission current on topics involving diversity and equality and advise Council on matters where action may need to be taken.
- Increase our collaboration with new and existing committees and organizations in Fort Collins as well as pursue opportunities to coordinate and collaborate with City Boards and Commissions that have similar functions.
- Partner with other organizations to assist in outreach programming and direct responsiveness to queries and situations.

Submitted November 18, 2013