

FORT COLLINS HUMAN RELATIONS COMMISSION

2019/2020 WORK PLAN

MISSION

As community leaders and advisors, the Human Relations Commission collaborates, educates, and advocates for equity and inclusion in the City of Fort Collins.

VISION

Embracing differences and giving value to every human being.

PURPOSE

The Fort Collins City Council established the Human Relations Commission (HRC) in 1964 to promote acceptance, equity, inclusion and respect for diversity through educational programs and to act in an advisory capacity to the City Council.

LONG RANGE GOALS

Cultivate relationships with the community and media that support the mission and vision

Provide educational outreach that promotes equity and inclusion

Advocate for an equitable and inclusive environment in city government and community

The Fort Collins Human Relations Commission will continue a broad plan for enhancing productive human relations and supporting social sustainability issues that are pertinent to the City of Fort Collins and are consistent with the City Charter.

The Commission will strive to be informed about diversity, equity, inclusion and social justice issues within Fort Collins and will recommend appropriate action to City Council.

HRC goals and responsibilities are divided among four standing committees for procedural reasons but are not exclusive to any one committee.

THE EXECUTIVE COMMITTEE SHALL:

- Determine meeting agendas for monthly and special HRC meetings
- Maintain regular communication with the HRC's City Council Liaison and City Council
- Work with the City of Fort Collins to reconcile City Code and HRC by-laws
- Delegate issues for resolution to standing or special committees

- Provide support to HRC standing committees as needed
- Call special meetings as needed

THE MEDIA/COMMUNITY RECOGNITION COMMITTEE SHALL:

- Plan, coordinate and execute an annual HRC Awards event
- Update and refine the HRC website content so that its message and branding are clear
- Partner with the City of Fort Collins Communications Department to build a far-reaching communications platform.
- Build HRC's community and media relations by maintaining an updated contact list.
- Act as a liaison to the HRC Community Advisors
- Report monthly to the HRC

THE EDUCATION OUTREACH COMMITTEE SHALL:

- Create a better understanding of equity and inclusion through educational programs and events delivered to the Fort Collins community at large, Fort Collins City Government and Fort Collins volunteers.
- Collaborate with new/existing community organizations, boards or commissions
- Propose outreach collaboration opportunities as response to new or long standing community issues or topics
- Recruit speakers and facilitators
- Plan and deliver interactive public forums or discussion sessions
- Report monthly to the HRC

THE GOVERNMENT AND COMMUNITY RELATIONS COMMITTEE SHALL:

- Monitor City Council activity and attend meetings as needed
- Assist the City Council and/or the City as needed in the development of Principles of Community
- Educate citizens and recommend actions that promote positive relationships within our City
- **Initiate** neighborhood events that focus on strengthening community and promoting equity
- Review proposed legislation, policy changes or other governmental actions at the Federal, State or Local level which may affect human rights in Fort Collins and recommend actions as appropriate
- Research and recommend actions necessary to achieve equity and inclusion
- Advocate for Persons of Color to join City Boards, Commissions and Government
- Align HRC's priority objectives with local and state priorities as appropriate
- Report monthly to HRC