

HUMAN RELATIONS COMMISSION

1999 WORK PLAN

Diversity Subcommittee

- Develop and implement an assessment tool to evaluate the diversity climate in Fort Collins.
- Explore and pursue strategic alliances with groups with similar interests and objectives as the HRC, such as the Multicultural Commission and the Big 7 Manufacturers Diversity Team.
- Investigate, propose, and possibly implement educational forums for the public on topics relevant to human rights, diversity and discrimination issues.
- Review the City's Diversity Plan, and make appropriate recommendations to the City Manager.
- Provide support to the City's Human Rights Officer and other HRC subcommittees, as needed.

Police Subcommittee

- Continue to review certain categories of Police Services internal investigations as prescribed by City Code until the Police Review Board is in place.
- Assist in the transition of certain subcommittee responsibilities to the Police Review Board once the board is in place.
- Review, assess and renew the Citizen Liaison Program. Develop and implement plans for more effective marketing and better utilization of the program.
- Work with Police Services to develop an effective training program for the Citizen Liaison Program.
- Continue to work closely with the Police Department liaison to maintain effective communications between the department and the Human Relations Commission, even after the Police Review Board is in place.

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Committee for Executive Delegation

- Advise City Council if any new interest arises in updating the Human Right ordinance.
- Review and rewrite the Human Relations Commission by-laws.
- Monitor and review legislation and ballot initiatives affecting civil rights.
- Provide on-going support to other Human Relations Commission subcommittees as needed.

Human Resource Grants Committee

- Work with other Grants Committee members to integrate the work of the Grants Committee with the United Way.
- Represent the City of Fort Collins as members of the Grants Committee in its role of evaluating the financial requests of various agencies, and making recommendations as to how available funds will be allocated.
- Perform on-site visits of the agencies which request funding, and meet with agency officials, staff and agency clients.

Human Relations Award Subcommittee

- Solicit nominees, select award winners, and honor them at the 17th Annual Fort Collins Human Relations Award Breakfast.
- Review processes and timing of the Awards Breakfast. Consider alternate dates for the Awards Breakfast and categories of award nominees.
- Develop publicity and marketing strategies to attract more nominations, especially in the Youth category.