

HUMAN RELATIONS COMMISSION 1997 WORK PLAN

COMMITTEE FOR EXECUTIVE DELEGATION

1. Continue working with City Council, the community as a whole, and the incoming Human Rights Officer to develop a community consensus on the proposed modifications to the Human Rights Ordinance.
2. Monitor, and if necessary, fine-tune the new process for the HRC to handle appeals of decisions by the Human Rights Officer.
3. Investigate the possibility of providing educational forums for the public on topics relevant to human rights, discrimination and diversity.
4. Monitor and review legislation and ballot initiatives affecting civil rights.
5. Provide support as needed to the Human Rights Officer and other HRC subcommittees.

DIVERSITY SUBCOMMITTEE

1. Continue to find and support ways for the HRC to encourage, increase acceptance of, and better manage diverse perspectives among its own members and among members of other Boards and Commissions.
2. Continue working with the Commission on the Status of Women, the Commission on Disability, the City Clerk's Office, and the Director of the Human Rights Office to monitor and recommend ways to increase the diversity of members of City Boards and Commissions.
3. Work with the City Clerk's Office and other City staff to have City staff assume responsibility for data entry and report generation of Boards and Commissions membership and applicant diversity data.
4. Continue working with City staff to monitor the City's Equal Employment Opportunity data.
5. Provide support to the City's Human Rights Officer and other HRC subcommittees as needed.

HUMAN RELATIONS AWARD SUBCOMMITTEE

1. Secure early publicity and public awareness about the awards in order to recruit more nominees for all categories.
2. Solicit nominees, select award winners, and honor them at the fifteenth annual Fort Collins Human Relations Awards Breakfast in the spring of 1997.
3. Continue to encourage public recognition of individual and organizational volunteer efforts toward improving the quality of life for all Fort Collins residents.

HUMAN RESOURCE GRANTS COMMITTEE

1. Members will continue to actively participate on this committee made up of representatives from Fort Collins, Loveland, and Larimer County. The committee has responsibility for allocating approximately \$500,000 to over thirty service and charitable agencies in the community.
2. As members of the committee, HRC sub-committee members do on-site visits of the agencies which request funding, and meet agency officials, staff, as well as clients.
3. Evaluate the requests and financial needs of the various agencies, and make recommendations as to how available funds will be allocated.

POLICE SUBCOMMITTEE

1. Maintain all current Police Subcommittee activities and responsibilities as defined by City ordinance.
2. Follow-up with the City's new police chief to review the HRC's 1996 recommendations regarding the Citizen Liaison Program (CLP) and the police complaint process, and the possible establishment of a Police Board or Commission. Determine what, if any, changes need to be made in order to make these processes more responsive to the needs of City residents.
3. Re-activate the CLP and provide appropriate training to CLP members. Recruit new CLP members as necessary, and develop more effective advertising/marketing of CLP services

4. Continue to work closely with the Police Department liaison to maintain effective communications between the HRC and the Police Department.

OTHER ASSIGNMENTS

The HRC will continue to actively work with the City's Human Rights Officer, and offer her appropriate assistance as needed.

HRC members have been assigned as liaisons with the following groups: Larimer County Human Development Advisory Board, Youth Advisory Board, and Library Diversity Grant.