

**HUMAN RELATIONS COMMISSION
1996 WORK PLAN**

COMMITTEE FOR EXECUTIVE DELEGATION

1. Monitor and, if necessary, fine tune the new process for the HRC to handle appeals of decisions by the Human Rights Officer.
2. Develop proposed modifications to the Fort Collins Human Rights ordinance, and present them to City Council.
3. Investigate the possibility of providing educational forums for the public on topics relevant to human rights issues, discrimination, and diversity.
4. Advise City Council on the "Community Standards" petition, and the City's response to it.
5. Monitor and review legislation and ballot initiatives affecting civil rights.
6. Provide support for ongoing Human Relations Commission activities.

DIVERSITY SUBCOMMITTEE

1. Be pro-active in finding ways for the Human Relations Commission (HRC) to encourage, increase acceptance of, and better manage diverse perspectives among its own members and members of other Boards and Commissions.
2. Continue working on the process for monitoring and increasing diversity representation on the City's Boards and Commissions. Work with the Commission on the Status of Women and the Commission on Disability on related activities and projects.
3. Continue working with City officials to monitor the City's Equal Employment Opportunity data.
4. Support and encourage the Public Library in increasing the availability of diverse language and cultural library materials. Continue supporting the Library's efforts to increase the use of library facilities and resources by the City's minority residents.
5. Advise City Council on the "Community Standards" petition, and the City's response to it.

6. Find ways to improve communications with the general public on issues of diversity.
7. Perform other responsibilities as assigned by the full Human Relations Commission.

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 fourteenth annual Fort Collins Human Relations Awards Breakfast in the spring of 1996.
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. Work with the City Manager's Office, the Police Department and Citizen Liaison Program members to make changes to the current Citizen Liaison Program. Possible changes might include:
 - Improve the marketing of the current program, and provide ongoing training for the liaisons.
 - Provide additional training for the liaisons to provide them with the necessary skills to become citizen advocates.
 - Replace the Citizen Liaison Program with a different and stronger program.

2. Establish a regular reporting mechanism to allow the Human Relations Commission to monitor citizen complaints about the Police Department that do not make it to the currently mandated HRC review process. That information might include:
 - The nature of the complaint (tabulated by category).
 - The police officer involved.
 - Disposition of the complaint.
 - Number of complaints per month.
3. Work with the Police Department to establish a process that will require the Police Department to respond to recommendations made by the HRC in response to citizen appeals of human rights violations investigated by the HRC. The HRC would like to be informed of the disposition of each case in the following (or similar) format:
 - Acknowledgement of receipt of the HRC recommendation.
 - Was the HRC's recommendation upheld or denied.
 - Final disposition of the complaint.
4. Look for ways to support and encourage favorable interaction between police officers and employees of the Police Department and the residents of Fort Collins.

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: Community Action Board, the Fort Collins Senior Center, Youth Advisory Board, Changing Perceptions Conference, Library Diversity Grant, and the PVH Medical Ethics Committee.