



Boards and Commissions

MEMORANDUM

DT: November 30, 1992
TO: Mayor Kirkpatrick and City Council Members
FM: Rudy Garcia, Chair, Human Relations Commission
RE: 1993 Work Plan

Fort Collins code requires all boards and commission to prepare and submit a work plan for the coming year. Attached you will find the Human Relations Commission's 1993 Work Plan for your review.

The Human Relations Commission will continue to focus on its 1992 objectives by adhering to the commission's bylaws while carrying out its various responsibilities. This format served us well in 1992 and will allow the Human Relations Commission to better serve City Council and the Citizens of Fort Collins in 1993. There are also many new areas of emphasis for the Human Relations Commission in 1993. Each subcommittee and its members, are committed to providing a professional, proactive and educational basis from which the Human Relations Commission will function.

Three well respected members of the 1991/92 Human Relations Commission resigning in July. The HRC was fortunate to gain three new dedicated members. The quality of the HRC's membership continues as an exceptional commission. This gives me cause me to be optimistic about the Human Relations Commission's success in the coming year.

Please feel free in the coming year to call on the Human Relations Commission for assistance in any matters the council feels appropriate.

cc: Linda Beardsley, Vice Chair
Elaine Boni, Secretary
Harriet (Ricki) Calkins
Letty Coykendall
Arnold Gum
Man Oberoi
Shari Olson
Harold R. Wallace

Ann Azari
Jaime Mares
Becky O'Donnell
Ed Gibbs

Attachment: 1993 Human Relations Commission Work Plan

**HUMAN RELATIONS COMMISSION
1993 WORK PLAN**

EQUAL EMPLOYEE OPPORTUNITY AND AFFIRMATIVE ACTION COMMITTEE

1. The committee will produce an outline in which a cultural diversity plan for the City can be developed.
2. The committee will assist the Employee Development Office with enhancing current EEO/AA reports.
3. The committee will provide assistance to the Cultural Diversity Task Force (joint effort with the Committee For Executive Delegation).
4. Committee members will participate in the Human Relations Workshop for agencies that provide services in the area of Human Relations/Rights. The annual workshop is designed for Civil Rights and Human Relations Agencies/Rights Commissioners.

HUMAN RELATIONS AWARDS COMMITTEE

1. Secure early publicity and public awareness in order to recruit more nominees for awards in all categories.
2. Solicit nominees, select award winners, and honor them at the eleventh annual Fort Collins Human Relations Awards Breakfast in the spring of 1993.
3. Continue to encourage public recognition of individual and organizational volunteer efforts toward increasing the quality of life in Fort Collins for all citizens.

COMMUNITY ACTION BOARD

To continue to be actively involved in the Human Resource Grant Program. Currently, three members of the HRC participate in the process.

COMMITTEE FOR EXECUTIVE DELEGATION

1. This group will review the current HRC bylaws and will make any recommendations for possible changes to the bylaws.
2. Monitor and recommend on Cultural Diversity Task Force status and progress.
3. Continue monitoring and distributing HRC brochures and proceed to work with CSU on translation brochures.
4. Determine the use of the "Voices Video" project.
5. Make recommendations to City Council regarding the Proposed Resolution 92-133 Adopting a Human Services Policy for the City of Fort Collins.
6. Continue a working relationship with the Commission on Disabilities and the Commission on the Status of Women.

POLICE COMMITTEE

1. To assist the Police Department in the implementation of the Police Complaint Process and the Citizen Liaison Program. The process consists of: application process, selection of applicants and training review.
2. Monitor and evaluate the Police Complaint Process and the Citizen Liaison Program.
3. Educate citizens of Fort Collins about the current complaint process, and continue to review citizen's grievance cases for adherence to departmental operating procedures for internal investigations.
4. Continue the work relationship between the Police Committee and the Police Department by meeting on a monthly basis.

OTHER ASSIGNMENTS

An HRC member will be assigned to the Senior Center Development Review Committee and the ADA Grievance Review Committee.