



HUMAN RELATIONS COMMISSION 1990 WORK PLAN

1. Equal Employment Opportunity and Affirmative Action:

The HRC receives and reviews copies of the semi-annual employee census reports. So far there has not been any need for Commission action on the subject. The Commission will monitor progress in promoting women and minority persons to managerial and upper level positions in the City government. The Commission would like the agency which make the semi-annual employee census report to break down that report so that it will specify the type of minority employed by each department.

2. Human Relations Commission Awards:

The Commission is considering whether to return to the old practice by giving one award. As in part years, letters soliciting nominations will be mailed in February. Applications will be reviewed in April, and awards will be presented at the Award Breakfast the first Friday in May.

3. Police:

A new set of rules for policy and procedure for conduct of HRC review of police matters has been written and adopted.

4. Community Action Board:

Due to numerous resignations from the Commission, there are only two HRC members serving on the Community Action Board. One more member will be appointed.

5. New Committees:

The HRC has decided to reach out to the City's different minority and interest groups in an attempt to educate other constituencies among the citizens of Fort Collins directly, rather than to wait for problems to be brought to the HRC. Different Commission members are approaching officials from Poudre R-1 and Colorado State University, church organizations, business groups, and minority groups in an attempt to stimulate interest in civil rights laws

and in the improvement of human relations in this city. As these endeavors bear fruit, the Commission may establish formal committees representing the different constituencies. The Commission members envision an active program to stir interest in and educate citizens about discrimination and the civil rights laws.

6. Revision of Civil Rights Complaint Procedure:

The Commission will submit a proposed revision of the City Civil Rights Ordinance and a proposed schedule for handling these complaints. The Commission would like Council to consider revamping the current procedures for making and prosecuting complaints relating to the violation of the City's civil rights laws. At present, the City Attorney's office and the police are unable to prosecute violations of the laws on their own initiative, and it takes eight months or more to prosecute complaints even while violations continue.

FORT COLLINS HUMAN
RELATIONS COMMISSION

Steven G. Francis
Chairman