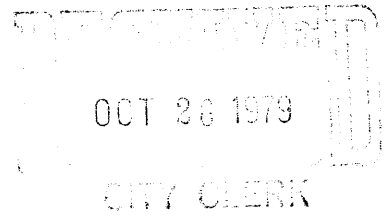


*Verma*



DATE: October 23, 1979

TO : ~~City of Fort Collins Mayor~~, Chuck Bowling  
~~City Council Members~~

FROM: Robert Zimdahl, Human Relations Commission Chairperson

*RZ/n.b*

RE : Human Relations Commission Goals for 1979-1980

On September 16th the Human Relations Commission held a productive retreat to discuss their goals and objectives. At the October 11, 1979 meeting, the Commission formally adopted four goals for 1979 - 1980. A copy of our goal statement is attached.

Enc.

c.c. John E. Arnold, City Manager  
John Mc Graw , staff  
Rosita M. Bachmann, staff

## GOAL

To continue to impress on the City Council the importance of having women and ethnic minorities represented on City Boards and Commissions.

## ACTIVITIES

To accomplish the above goal the Commission will:

1. Compile and analyze data on Council's appointments to Boards and Commissions.
2. Make a public appearance before Council to inform them on the information compiled and analyzed. This will be done soon after #1 (above) is accomplished.
3. Develop a methodology for Council's consideration on ways to recruit women and ethnic minorities. The target date for this project is January 1980.

## GOAL

To make Human Relations Commission members more accessible and available to the community to better understand and meet human needs.

## ACTIVITIES

To accomplish the above goal the Commission will:

1. Hold three of its 12 regular meetings at various community sites. Ex: Churches, schools, public centers. These meetings will be held in January, April, and October 1980. The purpose of the meetings is to seek community input in matters of human relations interest as well as to provide input on the role of the Commission.
2. The Commission will advertise their accessibility through public radio announcements and newspaper articles. At least six such announcements will take place.
3. The Commission will use word of mouth among the various organizations and groups to which each individual member belongs to publicize the role of the Commission.
4. In February 1980 the Commission will hold a round table discussion with various community groups to seek information on human needs in the community.

## GOAL

To maximize financial support to meet human needs by:

## ACTIVITIES

1. Encouraging local governments to increase financial support to human service agencies requesting funding for the Human Resources Board. As a minimum, increases should reflect the current inflation rate.
2. Establishing greater continuity of organization and procedure within the Human Resources Board.
3. Continuing cooperation with United Way in the review and allocation function of funding human service agencies.

## GOAL

To assist the Police Department in developing better communications with:

- the ethnic minority community
- the handicapped
- the indigent

The specific objectives are:

1. Round table discussions with community leaders knowledgeable about:
  - ethnic relations
  - handicapped individuals
  - the indigentfor the purpose of improving relationships with these groups.
2. Training sessions for all officers in human relations skills in order to familiarize the officers with the unique needs of the following groups:
  - the ethnic minorities
  - the handicapped
  - the indigent
3. If local City funding is not available for these training sessions, the Human Relations Commission will assist in obtaining funding through federal and state grants.
4. The Commission is aware that new officers attend the Colorado Law Enforcement Training Academy (CLETA) and receive human relations training there. The proposed training is supplementary and complementary to CLETA's training.

SUBCOMMITTEES

Police Community Relations:

Karen Mack  
Kelsey Smith

Larimer County Human Resources Board:

Jim Long                      Mary Ontiveros  
Paul Thayer                  Don Shoemaker (alternate)

City Council Liaison:

Bob Zimdahl  
Mary Ontiveros

135  
12/20/79

January, 1979

HUMAN RELATIONS COMMISSION

GOALS AND OBJECTIVES

-----Goal-----

To enhance the quality of human relations in Fort Collins.

-----Objectives-----

To evaluate the newly-implemented Police Grievance Procedure, to amend it as may be necessary, and to make the public aware of its operation.  
(Police-Community Relations Sub-Committee)

To cooperate with the Police Department in attempting to implement "substantially increased basic and continuing training of Fort Collins police officers in police-community relations." (quote from the 1975 H.R.C. objectives)  
(Police-Community Relations Sub-Committee)

To look into the use of the polygraph and to seek a policy consensus on its proper application and limitations.  
(Police-Community Relations Sub-Committee)

To support and encourage, as much as possible, the work of the Human Rights Office of the city.

To continue to promote equitable representation on city boards and commissions.  
(City Council Advisory Committee)

To recommend to the Larimer Human Resources Board and the City Council efficient and expeditious application and hearing processes for the various agencies applying for funds.  
(Fund Expenditures Committee)

To recommend to the City Council equitable funding sources appropriations to the various human resources agencies.  
(Fund Expenditures Committee)

To evaluate the processes by which the city handles inquiries and grievances from citizens involving all departments, and to recommend new roles or procedures if warranted.  
(Education Committee)

To make the public aware of the city's desire to be accountable, and of the proper channels to pursue in seeking satisfaction of inquiries or complaints.

(Education Committee)

To cooperate with other agencies involved in housing, especially toward the end of encouraging plans to meet the needs of all citizens.

(Housing Sub-Committee)

To investigate any category where there is a suspicion of unmet needs in the housing area (e.g. non-citizens, low-income, the elderly, handicapped, etc.) and to suggest possible remedies.

(Housing Sub-Committee)

The Human Relations Commission Education Committee has developed the following goals and objectives for their 1978 activities:

GOALS

1. Generate better understanding of other human beings.
2. Generate awareness of the Human Rights Ordinance in the community.
3. Receive feedback from the community on perceived areas of human rights concerns.

The Committee proposes to accomplish the above-mentioned goals by organizing presentations

1. for church groups
2. for local service groups, including youth groups
3. for United Way agencies and other agencies receiving revenue sharing monies
4. through radio editorials

The Committee will organize panel discussions to present a human relations point of view whenever possible and feasible. The panel will consist of members of the Human Relations Commission and members of the community with expertise relative to the following topics:

The rights of:

1. the handicapped
2. the ethnically different
3. the individual with a mental illness history
4. the ex-convict
5. people of different religious beliefs
6. the aged
7. and other areas covered under the Ordinance, such as marital status, sex, and national origin.