

HUMAN RELATIONS COMMISSION

1998 WORK PLAN

Committee for Executive Delegation

1. Continue to advise City Council on revision of the Human Rights Ordinance.
2. Gather feedback from the public and provide education and information concerning the revision of the Human Rights Ordinance, both before and after final resolution is reached.
3. Investigate, propose, and possibly implement, educational forums for the public on topics relevant to human rights, discrimination, and diversity.
4. Investigate, propose, and possibly implement, a systematic process for gathering data on human rights, discrimination, and diversity in Fort Collins.
5. Monitor and review legislation and ballot initiatives affecting civil rights.
6. Provide for ongoing Human Relations Commission business.

Police Subcommittee

1. Maintain all current police subcommittee activities and responsibilities as defined by City Ordinance.
2. Continue to work with the Chief of Police in the review of the proposed Citizens Review Board Ordinance.
3. In the event the proposed ordinance is adopted, will assist in the transfer of appropriate police subcommittee activities and responsibilities from the Human Relations Commission to the Citizens Review Board.
4. Continue the process of reactivating the Citizens Liaison Program. Structure this effort to be a self sustaining initiative of the HRC, but easily transferable to the Citizens Review Board in the event the proposed ordinance is adopted.
5. Continue to work closely with the Police Department liaison to maintain effective communications between the HRC and the Police Department.

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 sixteenth annual Fort Collins Human Relations Awards Breakfast in the spring of 1998.
3. Continue to encourage public recognition of individual and organizational volunteer efforts toward improving the quality of life for all Fort Collins residents. Work toward furthering publicity and public awareness in school and youth organizations.

Human Resource Grants Committee

(This work plan is tentative pending final approval of the budget for the committee, which will take place in January of 1998.)

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 money 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.
4. Attempt to involve more participation by youth organizations.

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.