

**HUMAN RELATIONS COMMISSION
2004 WORK PLAN**

Human Relations Commission

1. Provide orientation of new members beginning February 2004.
2. Work on Human Relations topics that arise in 2004.
3. Improve two-way communication with citizens, council and media.
4. Reassess vision and mission of the Human Relations Commission.
5. Become action-oriented in regards to issues that compromise the goals and objectives of the Human Relations Commission.
6. Provide support for Subcommittee work shown below:

Diversity Subcommittee

- Continue to monitor the diversity of the City's Boards and Commissions by:
 - (a) ongoing analysis of the data from the appointment process compiled to date
 - (b) continuing to gather and incorporate new data
 - (c) developing strategies and making recommendations based on the analysis of the data.
- Continue to participate in the planning and implementing of the "Eracism Film and Discussion Series," in cooperation with the Northern Colorado Multicultural Corporation and the Racial Justice and Cultural Diversity Task Force of Foothills Unitarian Church, to heighten awareness and create a better understanding of the issues facing people of color or of minority ethnic backgrounds.
- Continue to look for outreach opportunities to develop liaisons with, and provide support to other organizations, to develop and implement educational forums or dialogues for the public on topics relevant to human rights, diversity and discrimination issues.
- Assisting the HRC in further publicizing culturally-relevant events and programs by researching upcoming events, collecting data and reporting to the Executive Delegation Committee for dissemination.
- Provide support to the City's Human Rights Officer and other HRC subcommittees, such as helping citizens with language and cultural barriers in completing discrimination complaints.

Human Relations Award Subcommittee

- Solicit nominees, select award winners, and honor them at the 22nd Annual Fort Collins Human Relations Award Breakfast.
- Review processes and timing of the Awards Breakfast. Consider alternate dates for the Awards Breakfast and categories of award nominees.
- Continue to improve publicity and marketing strategies to attract more nominations, especially in the Youth category

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Police Subcommittee

- Serve as Citizen Liaisons to assist citizens in filing complaints with Fort Collins Police Services.
- Maintain a list of interpreters to assist with translation in filing complaints.
- Coordinate with Police Services to allow effective utilization of Citizen Liaisons within the complaint process.
- Continue to work with the Police Services liaison to train new Police Subcommittee members to serve as Citizen Liaisons.
- Help to educate the citizens of Fort Collins concerning positive relations among community members, Fort Collins Police Services, and the Citizen Review Board.
- Recommend actions that will promote positive relations among community members, Fort Collins Police Services and the Citizen Review Board.
- Provide assistance to the Citizen Review Board upon their request.

Executive Delegation Committee

- Revise the Human Relations Commission by-laws to reflect changes as needed.
- Monitor and review legislation and ballot initiatives affecting civil rights.
- Provide on-going support to other Human Relations Commission committees as needed.
- Determine meeting agendas and guest speakers for all Human Relations Commissions meetings.
- Review Sub-committee work plan on a monthly basis