

CITY OF HIGH POINT

AGENDA ITEM



TITLE: Human Relations Commission (HRC) Work Plan Update	
FROM: Rase McCray, Human Relations Manager	MEETING DATE: February 8, 2024
PUBLIC HEARING: N/A	ADVERTISED DATE/BY: N/A
ATTACHMENTS: A: Human Relation Commission Work Plan Update PowerPoint	

PURPOSE: Communication and Public Engagement staff will present the HRC's 2024 work plan update

BACKGROUND:

On January 12, 2023, the Commission held a retreat to develop a proposed 2023 work plan. The Commission work plan was approved by Council on March 20, 2023, to include two items:

1. Study where the Human Relations Commission fits within High Point and can be most effective among the City's other Boards and Commissions and among other Human Relations Commissions in North Carolina.
2. Study or identify mental health resources and gaps in High Point for greater sharing with the community or for possible further action.

The Commission requests to continue to build upon and conclude these work plan items by adopting the following two proposed work plan items for 2024:

1. Support the "OK High Point" Mental Health Campaign
2. Promote Collaboration Among Boards and Commissions

BUDGET IMPACT: None

RECOMMENDATION / ACTION REQUESTED: Staff requests that the Council approve the proposed HRC 2024 work plan. Staff will also present an overview of the Human Relations Division and ongoing projects from previous HRC work plans.





HUMAN RELATIONS

RASE MCCRAY
HUMAN RELATIONS MANAGER





FUNCTIONS & SCOPE

Protecting Civil Rights

- Advising on Landlord/Tenant Issues
- Fair Housing Complaint Referrals & Trainings

Promoting Equal Opportunity

- Human Rights Initiatives & Policies
- Resource Sharing Partnerships

Positive Community Relations

- Inclusive Community Engagement & Multicultural Events



HUMAN RELATIONS COMMISSION

Advisory Body (9 Residents)

- Commissioners appointed by Council
- Annual work plan approved by Council

Commission Duties

- Advise Council on the establishment of human relations goals, objectives, policies, and standards
- Promote community understanding/respect
- Develop plans and analyses for human relations needs
- Conduct Council-approved programs and community events
- Encourage youth to become better trained and qualified for employment



PROTECTING CIVIL RIGHTS

- **92 Landlord/Tenant Issues Addressed**
 - FY22-23: 142 customers
- **8 Fair Housing Complaints referred to NCHRC**
 - FY22-23: 11 complaints
- **4 Fair Housing Trainings conducted**



PROMOTING EQUAL OPPORTUNITY

One High Point
Commission
Support

Fair Housing
Assistance
Program

City-Wide
Language Access
Policy

Provided organizational
support for meetings,
community outreach,
and communications

Progress reports
presented to Council
in 2021 and 2022

Participated in UNC's
Language Access
Collaborative



COMMUNITY OUTREACH

- **12 Events Organized/Attended (FY23-present)**
 - FY22-23: 17 events
 - FY21-22: 19 events
- **6,800 Interactions with High Point residents**
 - FY22-23: 3,978 interactions
 - FY21-22: 2,968 interactions





RECENT PROGRAMS

DAC
Fiery
Fest

Ramadan
Dinner

Main
in
Color

HPPL
Trunk
or
Treat

Unity
Festival

Senior
Lunch
-n-
Learns

M.L.K.
Parade

Juneteenth

Tenant
Leadership
Academy

Black
Luxe
Fest

Southside
Family
Night Out

Welcoming
Week

Humanitarian
Award

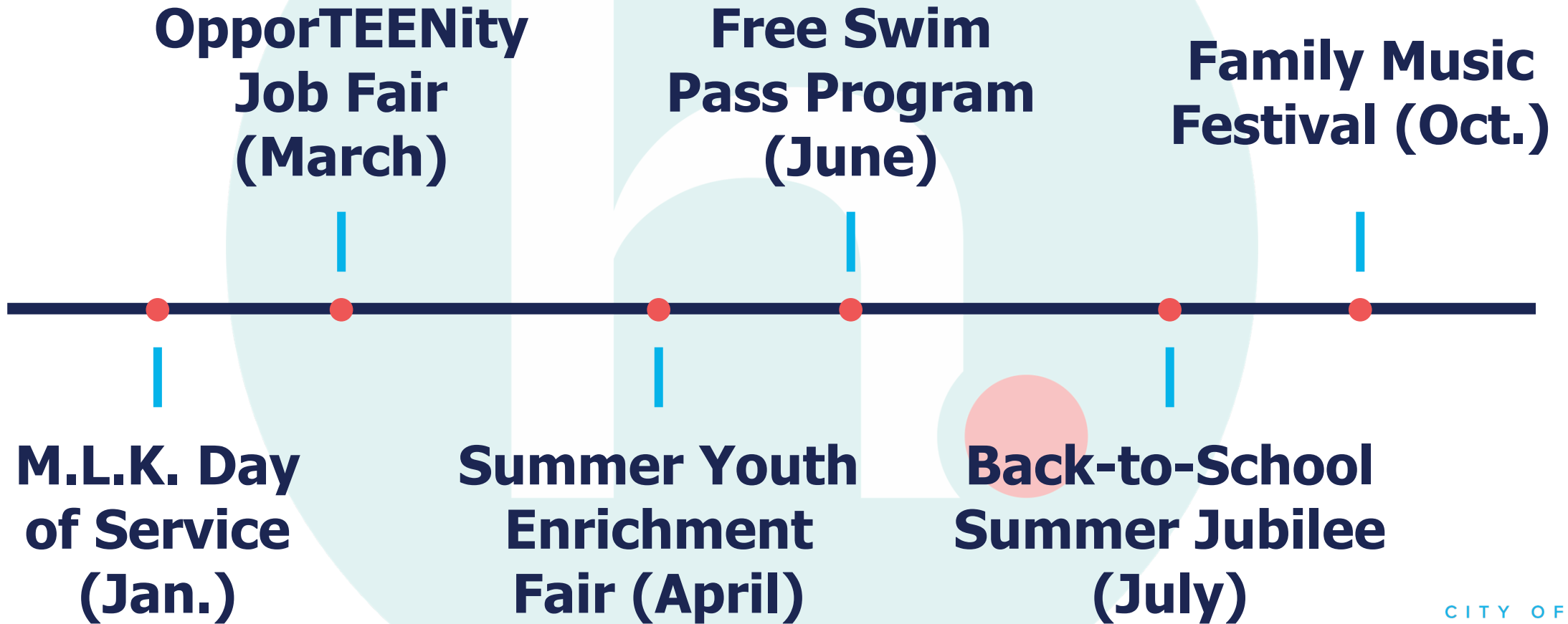
Multifaith
Day of
Prayer

Faith
Action
ID
Drive

...and
more!



2024 COMMUNITY PROGRAMS





WORK PLAN UPDATES

- **Explore the feasibility of High Point becoming a Fair Housing Assistance Program (2021)**
 - FHAP Presentation to Council in 2024
- **Develop Greater Outreach to High Point's Latinx Communities (2022)**
 - Language Access Presentation to Council in 2024
- **Explore Possible Ways to Bridge the Gap between Community and Law Enforcement (2022)**
 - Partnering with HPPD to explore a Crisis Intervention Team



WORK PLAN UPDATES

- **Identify community mental health resources for possible further action (2023)**
 - Surveyed current mental health resources in High Point
 - Partners: Foundation for Healthy High Point, Mental Health Associates of the Triad, Family Service of the Piedmont, Family Justice Center and RHA Health Services
 - Identified need for greater community awareness of resources
 - Findings aligned with “OK High Point” website/campaign

**Recommended Work Plan Item:
Support “OK High Point”
Mental Health Campaign**



WORK PLAN UPDATES

- **Study how HRC can be most effective among other Boards & Commissions (2023)**
 - Conferred with other local HRCs in NC
 - Studied mandates of other High Point Boards & Commissions
 - Surveyed residents at public events
 - Most common responses: “Affordable housing,” “kid & family events,” “language access services”
 - Will use findings to inform future programs

**Recommended Work Plan Item:
Promote Collaboration Among
Boards & Commissions**



2024 HRC WORK PLAN

- **Support “OK High Point” Mental Health Campaign**
 - Example Action Item: Create and mail “OK High Point” bill insert
- **Promote Collaboration Among Boards & Commissions**
 - Example Action Item: Invite other Boards & Commissions to an information sharing session