

# CITY OF HIGH POINT

## AGENDA ITEM



**Title:** Approval of HRC Work plan

**From:** Jeron Hollis, CPE Director

**Public Hearing:** N/A

**Attachments:** HRC 2016 Work Plan

**Meeting Date:** April 4, 2016

**Advertising Date**

**Advertised By:**

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### **PURPOSE:**

The High Point City Council is asked to approve the six-month work plan of the Human Relations Commission.

### **BACKGROUND:**

On August 27, 2015 the City Council voted to require the Human Relations Commission to submit a semi-annual work plan as part of the reorganization of Human Relations duties. On March 10, 2016, The High Point Human Relations Commission voted and approved a standing work plan derived from areas of interest discussed at their February retreat. A copy of the proposed work plan is attached.

### **BUDGET IMPACT:**

N/A

### **RECOMMENDATION / ACTION REQUESTED:**

Council is requested to approve the proposed work plan.



## **City of High Point Human Relations Commission**

### **Work Plan: March 2016 - June 30, 2016**

- I. Action Items: March 2016 - June 30, 2016
- II. Individual Work Plans for Action Items March 2016 - June 30, 2016
- III. Future Action Items: Planning July 2016 - December 2016

## **I. Action Items: March 2016 - June 30, 2016**

- Increase visibility of Human Relations Commission (HRC) by having commissioners begin attending events in the city of High Point related to the promotion of equity, understanding, respect, and goodwill among all citizens.
- Organize and host a “meet and greet” for community members and the HRC to discuss the function of the HRC and its commissioners, meet the new commissioners, and allow community members and community organizations to share their thoughts on how the HRC can help make High Point the most livable, safe, and prosperous community in America.
- Update the language of the “Purpose of the Human Relations Commission” to more accurately reflect diversity and inclusion, and more closely align with the State of North Carolina’s Human Relations Commission.
- Work with city staff on integrating HRC programs, initiatives, and events into the city of High Point’s existing social media and redesigned website.
- Partner with local Muslim communities on a Ramadan dinner in June.

## **Recommended Human Relations Work Plan: Increase Visibility of HRC**

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><b><u>RECOMMENDED INITIATIVE:</u></b> The HRC will increase its visibility by having commissioners begin attending events in the city of High Point related to the promotion of equity, understanding, respect, and goodwill among all citizens.</p>
<p><i>2. Identify <b>when</b> progress toward or successful completion of the initiative will be measured.</i></p>	<p><b><u>RECOMMENDED TIMELINE:</u></b> Commissioners will begin attending events in March.</p>
<p><i>3. Identify the results or evidence to document successful completion of the initiative.</i></p> <p><i>ID meaningful milestones to measure progress when initiative completion is beyond the Work Plan cycle.</i></p>	<p><b><u>RECOMMENDED SUCCESS INDICATORS:</u></b> Attendance at the following upcoming events:</p> <ul style="list-style-type: none"> <li>• International Women’s Day Celebration (March 2)</li> <li>• Greater High Point Food Alliance Food Summit (March 18 and 19)</li> <li>• <i>Salam Neighbor</i> film screening (March 29)</li> </ul>
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><b><u>RESOURCES:</u></b> No resources other than commissioners’ time are needed. These events are already planned in the community.</p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><b><u>OTHERS:</u></b> Commissioners to represent the HRC at these events. Jenn Brandt, Lisa Duke, Fatih Oguz, and David Rosen have all volunteered to represent the commission at upcoming events.</p>

## **Recommended Human Relations Work Plan: Organize HRC “Meet and Greet”**

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><b><u>RECOMMENDED INITIATIVE:</u></b> The HRC will organize and host a “meet and greet” for the HRC and community members to discuss the function of the HRC and its commissioners, introduce the new commissioners, and allow community members and community organizations to share their thoughts on how the HRC can help make High Point the most livable, safe, and prosperous community in America.</p>
<p><i>2. Identify <b>when</b> progress toward or successful completion of the initiative will be measured.</i></p>	<p><b><u>RECOMMENDED TIMELINE:</u></b> We would like to host this event in April or May. The availability of the commissioners, human relations staff, and the securing of a public space for the event will determine the event’s exact date.</p>
<p><i>3. Identify the results or evidence to document successful completion of the initiative.</i></p> <p><i>ID meaningful milestones to measure progress when initiative completion is beyond the Work Plan cycle.</i></p>	<p><b><u>RECOMMENDED SUCCESS INDICATORS:</u></b> Hosting of event where HRC, citizens, and community members are present.</p>
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><b><u>RESOURCES:</u></b> Space such as library, High Point museum, or other public venue.</p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><b><u>OTHERS:</u></b> Support from Human Relations staff in securing location, organizing, and promoting event.</p>

## **Recommended Human Relations Work Plan: Update Language of HRC “Purpose”**

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><b><u>RECOMMENDED INITIATIVE:</u></b> Update the language of the “Purpose of the Human Relations Commission” to more accurately reflect diversity and inclusion, and more closely align with the State of North Carolina’s Human Relations Commission.</p>
<p><i>2. Identify <b>when</b> progress toward or successful completion of the initiative will be measured.</i></p>	<p><b><u>RECOMMENDED TIMELINE:</u></b> HRC will submit proposed new language to Council as part of their March 2016 work plan.</p>
<p><i>3. Identify the results or evidence to document successful completion of the initiative.</i></p> <p><i>ID meaningful milestones to measure progress when initiative completion is beyond the Work Plan cycle.</i></p>	<p><b><u>RECOMMENDED SUCCESS INDICATORS: Revised Language</u></b> Human Relations Program is devoted to:</p> <ul style="list-style-type: none"> <li>i. The study of problems in the area of human relations;</li> <li>ii. The promotion of equity for all citizens;</li> <li>iii. The promotion of understanding, respect, and goodwill among all citizens;</li> <li>iv. The provision of channels of communication among racial, ethnic, and religious groups;</li> <li>v. Dispute resolution</li> <li>vi. Encouraging the employment of qualified people without regard to race, color, religion, gender identity, sex, age, national origin, disability or genetic information.</li> <li>vii. Encouraging youth to become better trained and qualified for employment.</li> </ul>
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><b><u>RESOURCES:</u></b> The revised language is drawn from local, state, and federal agencies (Winston-Salem HRC, State of North Carolina HRC, and the EEOC), and more accurately reflects the inclusion, diversity, and standards of human relations represented in High Point.</p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><b><u>OTHERS:</u></b> Approval from City Council.</p>

## **Recommended Human Relations Work Plan: Increase Visibility of HRC Through Social Media**

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><b><u>RECOMMENDED INITIATIVE:</u></b> The HRC will partner with City staff on promoting HRC events and initiatives through the City of High Point's re-designed website and social media platforms. Increasing our visibility through social media supports the provision of channels of communications among diverse populations in High Point.</p>
<p><i>2. Identify <b>when</b> progress toward or successful completion of the initiative will be measured.</i></p>	<p><b><u>RECOMMENDED TIMELINE:</u></b> Initiation will depend on the start date of the new Human Relations staff member. The HRC will work with the staff member on to develop a specific start date and a plan for the frequency of posts.</p>
<p><i>3. Identify the results or evidence to document successful completion of the initiative.</i></p> <p><i>ID meaningful milestones to measure progress when initiative completion is beyond the Work Plan cycle.</i></p>	<p><b><u>RECOMMENDED SUCCESS INDICATORS:</u></b> The success of this project will be measured by the reach of our posts to the citizens of High Point and our neighboring cities. We will share our content with the Facebook pages of other local organizations and non-profits in an effort to maximize our reach.</p>
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><b><u>RESOURCES:</u></b> We need the approval of City Council and the support of the new Human Relations staff member in posting on a regular basis.</p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><b><u>OTHERS:</u></b> Support from Human Relations staff.</p>

## **Recommended Human Relations Work Plan: Ramadan Dinner**

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><b><u>RECOMMENDED INITIATIVE:</u></b> The HRC will partner with local Muslim organizations (e.g., Divan Center, local mosque) to host a Ramadan dinner to promote understanding, respect, and goodwill among all citizens. The initiative also supports the provision of channels of communications among diverse populations in High Point.</p>
<p><i>2. Identify <b>when</b> progress toward or successful completion of the initiative will be measured.</i></p>	<p><b><u>RECOMMENDED TIMELINE:</u></b> The Muslim Holy Month of Ramadan will run from June 6 through July 5 this year. The event may be hosted on any date during the month. The availability of the HRC, Human Relations staff, City Council, and the securing of a public space for the event will determine the event's exact date.</p>
<p><i>3. Identify the results or evidence to document successful completion of the initiative.</i></p> <p><i>ID meaningful milestones to measure progress when initiative completion is beyond the Work Plan cycle.</i></p>	<p><b><u>RECOMMENDED SUCCESS INDICATORS:</u></b> Hosting of event where HRC, City Council, citizens, and community members are present. Increased sensitivity and awareness of religious and ethnic diversity present in the city. Increased engagement between different faith and ethnic communities.</p>
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><b><u>RESOURCES:</u></b> Space (e.g., library, High Point Museum, theater, High Point Regional Association of Realtors Community Center, or other public venue). Food will be provided by the local Muslim organization(s).</p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><b><u>OTHERS:</u></b> Support from Human Relations staff in securing location, organizing, and promoting event.</p>



## **Future Action Items: Planning July 2016 - December 2016**

- Triad HRC retreat with High Point, Greensboro, and Winston-Salem.
- Appoint up to five high school and two college/university student representatives from high schools and/or colleges and universities located within the city of High Point.
- Support Student Human Relations Commission on their initiatives.
- Partner with YWCA on “Front Porch Conversations” series and with other organizations on facilitating cultural communication in the city of High Point.
- Organize “cross-cultural competency” training for HRC and City Council.
- Plan and host Hi-Fest.
- Organize/partner on efforts to reduce food insecurity in High Point.
- Plan and host World Faith Summit.
- Partner with city and community programs on MLK Day Celebration.
- Develop HRC initiatives related to addressing homelessness in High Point.
- Organize/partner on community building events such as a community read or storytelling festival.