

CITY OF HIGH POINT

AGENDA ITEM



Title: Human Relations Commission – 2017 6-month Work Plan

From: Fanta Dorley, Human Relations Manager

Meeting Date: January 17, 2017

Public Hearing: N/A

Advertising Date /

Advertised By: N/A

Attachments: Proposed 6 Month Work Plan

PURPOSE:

Approval for the January-June 2017 Work Plan for the Human Relations Commission

BACKGROUND:

The Ordinance for the High Point Human Relations Commission requires a semi-annual submission of the intended work plan to City Council in order to document and track the work and areas of focus of the Commission. A layout of the plan is to be submitted to clearly illustrate the intended work to be accomplished and provide a summation of work that is to follow. A brief report on past tasks of former work plans will be given to City Council at the presentation of the future work plan.

BUDGET IMPACT:

N/A

RECOMMENDATION / ACTION REQUESTED:

Council is requested to approve the January – June 2017 Work Plan for the Human Relations Commissions.



City of High Point Human Relations Commission

Work Plan: January 1, 2017 - June 30, 2017

- I. Action Items: January 1, 2017 - June 30, 2017
- II. Individual Work Plans for Action Items January 1, 2017 - June 30, 2017
- III. Future Action Items: Planning July 2017 - December 2017

I. Action Items: January 1, 2017 - June 30, 2017

- Host a Multicultural Storytelling Festival in partnership with the High Point library.
- Begin organizing plan for Annual World Faith Summit.
- Research training classes for HRC members to better assist in servicing the community.
- Host the annual Ramadan Dinner in June 2017.
- Work with Triad HRC to create a date for the annual Triad Meet & Greet.

Recommended Human Relations Work Plan: Storytelling Festival

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><u>RECOMMENDED INITIATIVE:</u> Host a Multicultural Storytelling Festival in partnership with the High Point library. This event will have a variety of people telling traditional stories of their personal culture.</p>
<p><i>2. Identify when progress toward or successful completion of the initiative will be measured.</i></p>	<p><u>RECOMMENDED TIMELINE:</u> Agreed to co-host with Library on April 1st 2-4pm</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><u>RECOMMENDED SUCCESS INDICATORS:</u></p> <ul style="list-style-type: none"> • Diverse turnout of all ages and cultures to learn from each other • Secure at least 5 storytellers to represent 5 different cultures. Each person will have 10-15 minutes • Partner with the Library to provide a children's area which also highlights reading and storytelling
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><u>RESOURCES:</u> 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><u>OTHERS:</u></p>

Recommended Human Relations Work Plan: World Faith Summit

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><u>RECOMMENDED INITIATIVE:</u> Begin organizing plan for Annual World Faith Summit that will focus on social issues such as food insecurity, vulnerable populations, or refugees.</p>
<p><i>2. Identify when progress toward or successful completion of the initiative will be measured.</i></p>	<p><u>RECOMMENDED TIMELINE:</u> Plan the event for late summer early fall to allow for maximum attendance.</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><u>RECOMMENDED SUCCESS INDICATORS:</u></p> <ul style="list-style-type: none"> • Hosting of event where HRC, citizens, and community members are present. • Focus on a specific theme and how each faith group is addressing it (ie: food, housing, community engagement).
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><u>RESOURCES:</u></p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><u>OTHERS:</u> None other than additional Inter-faith committee members from the community.</p>

Recommended Human Relations Work Plan: HRC Training classes

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><u>RECOMMENDED INITIATIVE:</u> Research training classes for HRC members to better assist in servicing the community. Some training may be open to City staff to attend.</p>
<p><i>2. Identify when progress toward or successful completion of the initiative will be measured.</i></p>	<p><u>RECOMMENDED TIMELINE:</u> Secure dates and facilitators of training and invite the Triad HRCs to attend during the second part of the year</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><u>RECOMMENDED SUCCESS INDICATORS: Revised Language</u> These areas/topic are helpful for Human Relations Commissioners to complete their assigned ordinance:</p> <ul style="list-style-type: none"> • Cultural Diversity <p>Further research</p> <ul style="list-style-type: none"> • Hate Crimes/Bias Incidents • Crisis Response Management Training
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><u>RESOURCES:</u> Training will be conducted by Gene Troy, NC Human Relations Commission of the North Carolina Department of Administration. No payment necessary unless purchasing materials.</p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><u>OTHERS:</u> Approval from City Council.</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><u>RECOMMENDED INITIATIVE:</u> Host the annual Ramadan Dinner in June 2017 in partnership with the local Community Mosque and Divan Center to provide understanding, fellowship and awareness of Islamic culture.</p>
<p><i>2. Identify when progress toward or successful completion of the initiative will be measured.</i></p>	<p><u>RECOMMENDED TIMELINE:</u> Host on a Friday during the end of Ramadan season in June.</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><u>RECOMMENDED SUCCESS INDICATORS</u></p> <ul style="list-style-type: none"> • Assign someone from the Interfaith committee to lead the effort • Have a list of invitees from the community that is interested in attending • Have a diverse group of attendees including City Council and other government staff
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><u>RESOURCES:</u> Items will be provided by partnering agencies. Location will be secured at a City of High Point facility.</p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><u>OTHERS:</u> Support from Human Relations staff in securing location, organizing, and promoting event.</p>

Recommended Human Relations Work Plan: Triad Meet & Greet

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><u>RECOMMENDED INITIATIVE:</u> Work with Triad HRC to create a date for the annual Triad Meet & Greet. This will establish an annual meeting of area Commissions in Greensboro, High Point, Winston Salem and Burlington.</p>
<p><i>2. Identify when progress toward or successful completion of the initiative will be measured.</i></p>	<p><u>RECOMMENDED TIMELINE:</u> Complete planning in May but recommend actual event in October.</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><u>RECOMMENDED SUCCESS INDICATORS</u> The selected Board of Commissions from each city are invited to provide area updates and sharing of best practices.</p>
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><u>RESOURCES:</u> \$500 to cover food and decorations. A city owned event hall for free rental.</p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><u>OTHERS:</u> No resources other than commissioners' time are needed.</p>

Future Action Items: Planning July 2017 - December 2017

- Host an annual World Religion Summit
- Host annual Triad Meet & Greet