

CITY OF HIGH POINT

AGENDA ITEM



Title: HRC – 2017 6-month Workplan

From: Fanta Dorley, Human Relations Manager
Jenn Brandt, HRC Chair

Meeting Date: June 19, 2017

Public Hearing: N/A

Advertising Date /
Advertised By: N/A

Attachments:

PURPOSE:

Seeking City Council approval for the July- December 2017 Workplan for the Human Relations Commission.

BACKGROUND:

The Ordinance for the High Point Human Relations Commission requires a semi-annual submission of the intended workplan 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 workplans will be given to City Council at the presentation of the future workplan.

BUDGET IMPACT:

No funds requested

RECOMMENDATION / ACTION REQUESTED:

Approval of attached document



**City of High Point
Human Relations Commission**

Work Plan: July 2017 - December 31, 2017

- I. Action Items: July 2017 - December 2017
- II. Individual Work Plans for Action Items July 2017 - December 2017

I. Action Items: July 2017 - December 2017

- Continue interfaith outreach through community dinners and educational awareness.
- HRC “best practices” dinner with High Point, Greensboro, and Winston-Salem HRCs and human relations staff.
- Continue Human Relations training for HRC.
- Select a City of High Point “Humanitarian of the Year” recipient, to be announced as part of the 2018 MLK Day Celebration.

Recommended Human Relations Work Plan: Continue interfaith outreach through community dinners and educational awareness.

<p>1. Refine the identified highest priority initiatives into specific statements to be achieved.</p>	<p><u>RECOMMENDED INITIATIVE:</u></p> <p>Continue interfaith outreach through community dinners and educational awareness.</p>
<p>2. Identify <i>when</i> progress toward or successful completion of the initiative will be measured.</p>	<p><u>RECOMMENDED TIMELINE:</u></p> <ul style="list-style-type: none"> • The HRC will partner with the Divan Center and the Community Mosque of High Point to host a dinner on June 27 celebrating the end of Ramadan and to promote peace, respect, and goodwill among all citizens. • The HRC will partner with members of the Bahá'í Faith for an event on October 21.
<p>3. Identify the results or evidence to document successful completion of the initiative.</p> <p>ID meaningful milestones to measure progress when initiative completion is beyond the Work Plan cycle.</p>	<p><u>RECOMMENDED SUCCESS INDICATORS</u></p> <ul style="list-style-type: none"> • Continued interest and participation in the event from community members. • Diverse attendance from the community.
<p>4. Identify the resources needed for this initiative to be successful.</p>	<p><u>RESOURCES:</u></p> <p>City staff, city facility, and local partnerships.</p>
<p>5. What else does the Commission need to move forward successfully?</p>	<p><u>OTHERS:</u></p>

Recommended Human Relations Work Plan: Organize Triad HRC Dinner

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><u>RECOMMENDED INITIATIVE:</u> The HRC would like to invite commissioners and Human Relations staff from the Winston-Salem and Greensboro Human Relations Commissions to a dinner with the High Point HRC. The purpose is to discuss best practices and highlight successful programming and events from the previous year. There will be presentations from each of the participating HRCs on their successful programs.</p>
<p><i>2. Identify when progress toward or successful completion of the initiative will be measured.</i></p>	<p><u>RECOMMENDED TIMELINE:</u> Fall 2017, depending on availability of commissioners and space availability.</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> Successful hosting of dinner with other local commissioners and sharing of best practices from the past year.</p>
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><u>RESOURCES:</u> Commissioners' availability. Venue (Deep River Rec Center or other community space). \$300 for food (i.e., pasta, salad, bread, and tea).</p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><u>OTHERS:</u> Participation and help from Human Relations staff.</p>

Recommended Human Relations Work Plan: Continue HRC Training

1. Refine the identified highest priority initiatives into specific statements to be achieved.	<u>RECOMMENDED INITIATIVE:</u> HRC members to continue researching and attending trainings related to human relations work and best practices.
2. Identify <i>when</i> progress toward or successful completion of the initiative will be measured.	<u>RECOMMENDED TIMELINE:</u> Ongoing
3. Identify the results or evidence to document successful completion of the initiative. <i>ID meaningful milestones to measure progress when initiative completion is beyond the Work Plan cycle.</i>	<u>RECOMMENDED SUCCESS INDICATORS</u> Commissioners able to: <ul style="list-style-type: none"> • Understand local problems that may arise in the area of human relations; • Promote equity for all citizens; • Promote understanding, respect, and goodwill among all citizens; • Facilitate channels of communication among racial, ethnic, and religious groups;
4. Identify the resources needed for this initiative to be successful.	<u>RESOURCES:</u> Minimal cost; partnering with state HRC and other partner agencies.
5. What else does the Commission need to move forward successfully?	<u>OTHERS:</u>

Recommended Human Relations Work Plan: Select a City of High Point “Humanitarian of the Year”

<p><i>1. Refine the identified highest priority initiatives into specific statements to be achieved.</i></p>	<p><u>RECOMMENDED INITIATIVE:</u> Select a City of High Point “Humanitarian of the Year” recipient, to be announced as part of the 2018 MLK Day Celebration.</p>
<p><i>2. Identify when progress toward or successful completion of the initiative will be measured.</i></p>	<p><u>RECOMMENDED TIMELINE:</u> Call for nominations would go out in October, and the HRC would select the recipient at the December HRC meeting.</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> Awarding of “Humanitarian of the Year” at the 2018 MLK Day Celebration.</p>
<p><i>4. Identify the resources needed for this initiative to be successful.</i></p>	<p><u>RESOURCES:</u> Approximately \$100 for award.</p>
<p><i>5. What else does the Commission need to move forward successfully?</i></p>	<p><u>OTHERS:</u> HRC needs assistance from City’s Office of Communications in soliciting nominations via the City of High Point’s website and social media.</p>