



Strategic Plan

HUMAN RELATIONS COMMISSION

CITY OF UNION CITY

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unioncity.org

Human Relations Commission Strategic Plan 2017

EXECUTIVE SUMMARY

This Human Relations Commission (HRC) Strategic Plan is developed by the HRC Commissioners in order to provide a disciplined framework for addressing community priorities over the next year (January – December 2017). A major goal of this plan is to identify attainable goals that can be accomplished by the work of sub-committees and individual participation by HRC Commissioners. To achieve Council-Commission alignment, this plan shall be presented to City Council.

THE COMMISSION

The Human Relations Commission consists of seven commissioners, two of which serve in the role of Chairperson and Vice Chairperson. There are also two alternate commissioners who are called to sit in for absent commissioners at regular meetings.

The Human Relations Commission has one staff person who supports the commission and a staff person who clerks the commission meetings.

The bylaws dictate additional governing rules of the Human Relations Commission.

OUR VISION

The Human Relations Commission creates a social environment in the community where there is awareness of our differences, respect for one another and unity around the preservation of an equal and diverse community.

OUR VALUES

The Human Relations Commission is committed to the following values:

Integrity
Unity
Leadership



Diversity
Transparency
Empathy

OUR MISSION

To create an environment in which the human rights of all individuals in the City, no matter what their race, religion, nationality, ethnicity or sexual orientation, may live, learn, work and play in harmony and brotherhood, and in which each person may realize their highest potential unhampered by any discrimination based upon race, religion, ancestry, citizen status, sex, age, disability, economic status, health condition or sexual orientation.

The Human Relations Commission shall also advise the City Council on the priority for social service programs when funded by State, federal and private grants.

The Human Relations Commission shall also promote the people-to-people programs within the Sister Cities of Union City. Their activities shall include, but are not limited to, actively encouraging the participation of citizens and community organizations in projects involving international friendship and understanding, engaging in fundraising activities for Sister City projects, and that promote the mission of the Human Relations Commission and authorizing expenditures of such funds on designated projects.

OUR DUTIES

The Human Relations Commission shall have the following duties and responsibilities:

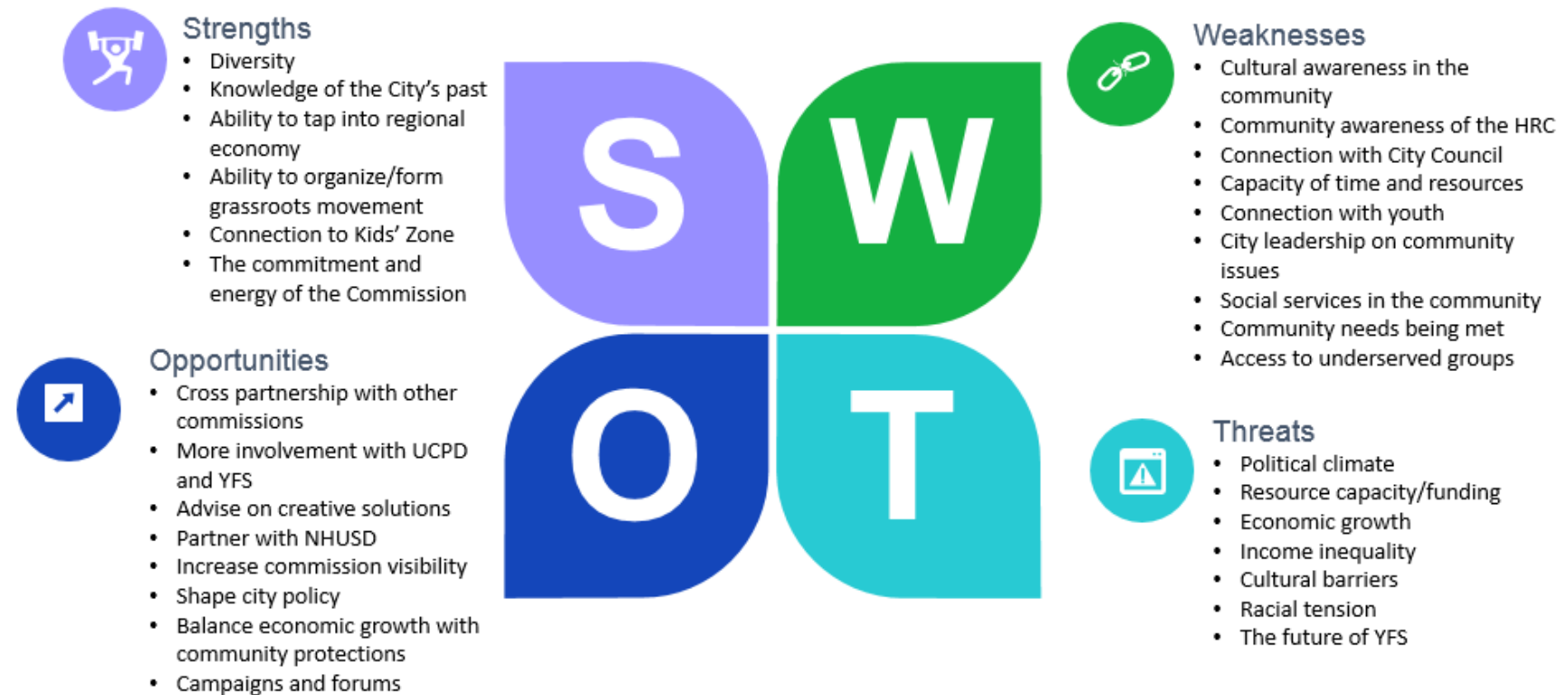
- A. To study any problems of prejudice, discrimination and violence in the community and the causes thereof;
- B. To address and respond to bullying and harassment in all forms against individuals or groups in the City in conjunction with other agencies, both public and private;
- C. To work with City staff to create and maintain a formal process for filing Human Relations Commission complaints;
- D. To work with other agencies, public and private, in supporting programs to eliminate prejudice, discrimination, and violence;
- E. To initiate, encourage, and fund educational and other appropriate activities and awards which tend to promote community harmony, progress and integration;
- F. To foster mutual understanding and respect among individuals, and the protection of human rights and dignity;
- G. To advise the City Council on concerns and disparities in the community;



- H. To locate and anticipate potential areas of friction or inequity which might erupt into a breach of the peace, and to consult and advise with the groups and public officials primarily involved;
- I. By dialogue and conference, to seek to arrive at voluntary solutions designed to discourage and prevent any and all discriminations as stated in the Human Relations Commission statement of purpose;
- J. To recommend to the City Council the priority for social service funding when included in any State, federal or private grant applications;
- K. To act as a liaison, including to advocate, advise and educate, with local private organizations that receive social service funding through State, federal or private grants;
- L. To perform such other functions and render such other reports and recommendations as may be directed by the City Council;
- M. To only exercise the powers herein above enumerated. (Ord. 820-16 § 4, 2016)



A Snapshot of the HRC's Strengths, Weaknesses, Opportunities and Threats



OUR TOP THREE COMMUNITY PRIORITIES

Three key community issues/initiatives of high importance were determined at the February 2017 retreat. Subcommittees will be responsible for focusing on three key objectives over the course of the year. Subcommittees will be responsible for identifying resources needed to achieve each objective, actions needed to achieve each objective, a timeline of launch and completion, potential calendar items for upcoming agendas. Objectives shall closely align with the mission, values, vision, and duties of the HRC. Monthly HRC meetings will serve as the forum for subcommittee updates and a method of ensuring accountability, tracking progress, and offering support.

The top three objectives identified were the following:

- A. Preserve community diversity
- B. Strengthen social services provider network
- C. Promote youth development and advocacy

EVALUATION

The Strategic Plan will be made available to commissioners at all regular and special meetings to assist in planning efforts throughout the year.

For routine plan maintenance and monitoring of objectives, a standing item will be placed on all regular HRC meeting agendas.

