



City of Eugene

HUMAN RIGHTS COMMISSION
FY 10/11 Work Plan



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Equity and Human Rights Center
99 W. 10th, Suite 116
Eugene, OR 97401
(541) 682-5177 • FAX (541) 682-5221

www.eugene-or.gov/hrc

Human Rights Commission
FY10/11 Work Plan

HUMAN RIGHTS COMMISSION MEMBERS

Annette Leonard

Twila Souers, Chair

Ken Neubeck

Mary Otten

Jon Belcher

Rosa Chavez

Councilor George Brown

Mary Otten

Neil Van Steenberg

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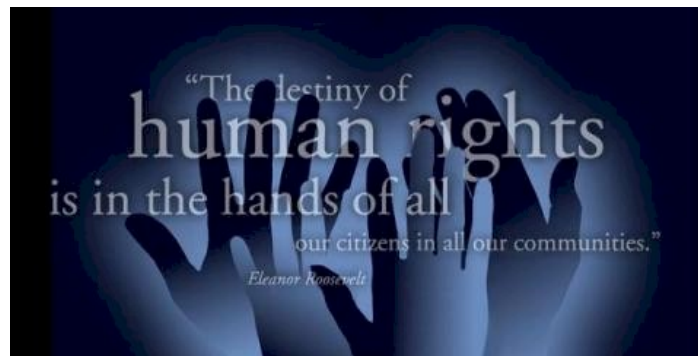
Nehali Davé

Ibrahim Hamide

**For more information about the Human Rights Commission, please contact:
Holly LeMasurier, Human Rights Analyst
541-682-5619 holly.k.lemasurier@ci.eugene.or.us**

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Human Rights Commission FY10/11 Work Plan

Background

The Eugene Human Rights Commission (HRC) and standing committees of the Commission were established by Ordinance 19732 in 1990. The ordinance was updated in 2002. The Human Rights Commission has fifteen members, fourteen appointed by the City Council and one member of the City Council. The committees of the Commission are: Education and Outreach Committee, Accessibility Committee, and Human Rights Support System/ART. Committees are comprised of a mixture of commissioners and community members. Each commissioner is a member of at least one standing committee, is an advocate with the Human Rights Support System, and/or serves as a commission liaison to a stakeholder partner group.

The commission's enabling ordinance, adopted in December of 1990, requires that it develop a work plan for City Council review and approval. Work plans follow a July 1 – June 30 Fiscal Year (FY) schedule. The projects proposed for the commission's FY10/11 Work Plan begin July 1, 2009.

The Human Rights Commission FY 10/11 Work Plan is focused on four goals:

- ❖ **Increase Commission effectiveness, efficiency, and accountability in responding to and aiding in the resolution of incidents of discrimination and harassment.**
- ❖ **Promote relationships and build capacity between the community and Human Rights Commission through collaborative work on human rights issues.**
- ❖ **Enhance relationships and communications with the Eugene City Council, Equity and Human Rights Board, other commissions, and City staff.**
- ❖ **Work toward the adoption of a Human Rights City Framework.**

Work Plan Goals

The tasks proposed in this work plan are clearly aligned with the Commission's role and objectives as described in its charter. A key strategy of this work plan is to respond to emerging issues. The group continues to be forward thinking in its work strategies and responsive to issues facing our community. The projects detailed in this work plan are designed to ensure a thorough, deliberative review of important issues in our community that require the attention of the Human Rights Commission and organization. New projects, including integrating a human rights framework, working with the community to build relationships and address needs, and helping the City Council and City organization address the human rights concerns in our community, are all fundamental parts of this work plan.

Collaborative Meetings

The commission identified the following collaborative work sessions as those of high priority, and also reserves meeting time to address emerging issues. The following collaborative work is planned for FY10/11:

- Joint meetings with Sustainability Commission, Police Commission, Civilian Review Board, and Equity and Human Rights Board;
- Forum with Mayor and City Council;
- Forum with City Executive team;
- Commissioner training and capacity building;
- Community forums; and
- Human Rights Summit.

Procedural Improvements

As a result of the Commission's process of developing this work plan, the Commission agreed to address a series of procedural issues with suggestions for improvement. Some specific procedural objectives are to:

- Support the leadership team with appropriate responsibilities and reasonable time commitments;

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- Strengthen the relationship with City Council;
- Improve follow-up to public comment and contributions;
- Maintain a highly qualified and dedicated membership;
- Identify opportunities for team building and facilitate group cohesiveness; and
- Continue outreach, information sharing, and collaboration with the community and City organization.

Staff and Committee Support

Working closely with staff, Committee and Commission Chairs will: prepare agendas for monthly meetings; design commissioner trainings and retreats; respond to updates from the City Council and City Manager on priorities; plan for meetings with the Mayor, City Council and City Executive team; and develop a communication plan for responding to community human rights issues.

Committees of the Human Rights Commission are: Education and Outreach Committee, Accessibility Committee, and Human Rights Support System/ART. These committees are where commission work plan action items are largely addressed. Committees are comprised of human rights commissioners and community members.

The Education and Outreach Committee will focus primarily on the Human Rights Framework; the design and implementation of a survey instrument to understand community needs and understanding of the Human Rights Commission; community forums; and creation of educational events, tools and resources addressing emerging issues such as hate crimes, discrimination, and inequity.

The Accessibility Committee will focus primarily on the City's ADA and Accessibility coordination including: pavement preservation and accessibility, curb cuts, accessible signals, and intersections; dangerous dog ordinance; taxi accessibility; phase seven of the City's ADA transition plan; the City's Bike and Pedestrian Plan; availability of listening devices; and availability of City documents in needed formats.

The Human Rights Support System/ART will focus primarily on a review and redesign of the Human Rights Support System; work with Citizen Review Board (CRB) and other community complaint and response processes to clarify roles and needs; explore conflict resolution service models; recruitment and training of Human Rights Support System volunteers; and track and report human rights complaint trends in the city.



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GOAL 1.	<i>Increase Human Rights Commission effectiveness, efficiency, and accountability in responding to and aiding in the resolution of incidents of discrimination and harassment.</i>
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The commission and its committees will:

- Continue to meet the needs of community members who experience incidents of discrimination and harassment.
- Develop a system to track and report human rights concerns and trends in the City.
- Explore proactive and effective approaches to respond to emerging issues.
- Review and strengthen the human rights support system (HRRS):
 - Develop a working definition of advocacy;
 - Assess recruitment and training of new HRSS advocates;
 - Review and improve the response and case management process;
 - Create an on-going evaluation of the program;
 - Begin pilot implementation of any new designs.
- Work with Citizen Review Board (CRB) and other community complaint and response processes to clarify roles and responsibilities HRSS advocates;
- Explore diverse conflict resolution approaches.

GOAL 2.	<i>Promote relationships and build capacity between the community and Human Rights Commission through collaborative work on human rights issues.</i>
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The commission and its committees will:

- Address the following procedural objectives, through workshops or communications:
 - Skills and resource sharing;
 - Individualized growth plan development;
 - Commissioner's self-care;
 - Accountability and commitments;
 - Examine current community partner liaison roles and reporting process;
 - Clarify working agreements with staff and other partners.
- Participate in a minimum of two trainings to increase commissioners skills and knowledge of human rights advocacy approaches such as:
 - Helper vs. ally;
 - Effective conflict communication and dialogue;
 - Dis/Ability awareness;
 - Racism; and/or
 - Power and privilege.
- Host or facilitate community forums on human rights topics.
- Design and implement various methods to consistently and continually gain helpful knowledge of community needs and identification of human rights issues in our community.

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GOAL 3.

Enhance relationships and communications with the City Council, Equity and Human Rights Board, other commissions, and city staff.

The commission and its committees will:

- Develop a Memorandum of Understanding with its mandated City Council liaison.
- Develop a Memorandum of Understanding with the Human Rights Analyst.
- Update the status of the Mental Health Care Resolution, Hate Crime legislation, the City Council Priority on Race, and City Council Priority on Homelessness.
- Work with relevant City departments, boards and commissions as collaborative opportunities arise.
- Support the City of Eugene Diversity and Equity Strategic Plan implementation.
- Define Human Rights Commission relationship and roles with:
 - Mayor & City Council;
 - City Executive team;
 - Police, Sustainability and Planning Commissions; and
 - Equity and Human Rights Board.

GOAL 4.

Work toward the implementation of a Human Rights Framework.

The commission and its committees will:

- Clarify the scope and objectives of the human rights framework efforts, perhaps through compiling data showing the current status of human rights in our community, and the need for a human rights framework.
- Work with the City organization to develop a strategy for integrating a human rights policy and principles framework into the Commission and organization's work.
- Review the process for a resolution or ordinance in support of the adoption of a City of Eugene Human Rights Framework.
- Present the City Council with recommendations to implement this framework in our community.
- Work with community groups advocating for the adoption of a Human Rights Framework.
- Support a Human Rights Summit.

