

# **Equity and Human Rights Board**

The Equity & Human Rights Board provides leadership, review and policy recommendations on City practices that ensure and promote access, equity, diversity, and human rights. For more information on the new board, please email Raquel Wells

Diversity and equity in Eugene cannot be achieved by any one of us alone or any small group. We need people in the organization and community to work together with the new Equity & Human Rights Board. The Diversity & Equity Strategic Plan is only a part of our journey, and we still have much to do—but, with your support, we will continue to make the City organization and our community even safer, more welcoming and vibrant.

## **Next steps for implementation are to:**

- Outreach and communication about the plans goals and umbrella action items
- Share plan with the mayor and council and city-wide organization
- Present plan to various Stakeholder Groups
- Gather any feedback or department-level strategies for meeting the 6 goals
- Restructure of the Diversity Advisory Council as the oversight body for the DESP

By **May 2010**, all Departments will begin to develop department- specific strategies to address each goal within that dept. They will also communicate these department-level plans to the Joint Executive Division Manager Group and Human Rights Commission.

## **Mission of the Board:**

*The Equity and Human Rights Board provides leadership, review and policy recommendations, on City practices that ensure and promote access, equity, diversity, and human rights.*

### **Role of E&HR Board:**

- Facilitate and provide leadership for DESP Implementation
- Monitor and update DESP
- Makes recommendations on accessibility, equity, diversity and human rights -related policies
- Acts as a sounding board for organization on issues related to accessibility, equity, diversity and human rights and provides peer support for DESP implementation
- Provides opportunities for collaboration across departments and city-wide initiatives
- Provides opportunities for capacity-building in the organization on accessibility, equity, diversity and human rights
- Engages and supports departments in finding ways to integrate accessibility, equity, diversity and human rights into daily work
- Leads support for innovation around accessibility, equity, diversity and human rights within the organization
- Helps communicate current trends, data, research, and best practices within the organization
- Share in organizational accountability with community-at-large on DESP and other related items

## Board Membership and Terms

Board Admin. Support: Michelle Mortensen CMO Program Coordinator

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### **Name** **Term Date**

<b>Raquel Wells – Equity and Human Rights Manager</b>	<b>June 30, 2012</b>
<b>Craig Smith – Sustainability Board</b>	<b>June 30, 2011</b>
<b>Michael Kinnison- Neighborhood Services</b>	<b>June 30, 2012</b>
<b>Joann Eppli – Fire</b>	<b>June 30, 2012</b>
<b>Becky Wheeler PDD</b>	<b>December 30, 2010</b>
<b>Connie Bennett- LRCS</b>	<b>December 30, 2010</b>
<b>Doug Mozan- Police</b>	<b>December 30, 2010</b>
<b>Ken Neubeck- Human Rights Commission</b>	<b>June 30, 2011</b>
<b>Kristie Hammitt – Exec Team</b>	<b>June 30, 2012</b>
<b>Kurt Corey – Public Works</b>	<b>June 30, 2011</b>
<b>Denise Smith- Human Resources</b>	<b>June 30, 2012</b>
<b>Seda Collier AFSME Union Rep</b>	<b>December 30, 2010</b>
<b>Jonathan Deniniger Fire Union Rep</b>	<b>June 30, 2012</b>

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