



City of Arts & Innovation

Human Relations Commission Memorandum

TO: HUMAN RELATIONS COMMISSION **DATE: AUGUST 22, 2024**
FROM: HUMAN RELATIONS COMMISSION CHAIR **WARDS: ALL**
SUBJECT: HUMAN RELATIONS 2024 WORKPLAN 6 MONTH UPDATE

ISSUE:

Review and discuss the 6-month update to the Human Relations Commission 2024 Workplan.

RECOMMENDATION:

That the Human Relations Commission review and discuss the 6-month update to the 2024 Workplan.

BACKGROUND:

To focus and enhance the direction of City boards and commissions, City staff was assigned the responsibility of collaborating with each City board and commission to formulate an annual work plan that aligns with the City's Strategic Plan. Each workplan was then taken to the respective City Council Standing Committee for review and approval.

On September 28, 2023, the Human Resources Commission (HRC) received a draft work plan for review. During the discussion several recommendations were received and were added to the work plan. On October 26, 2023, the HRC reviewed the revised 2024 Workplan and recommended that it move forward to the City Council Standing Committee for approval. On January 10, 2024, the Financial Performance and Budget Committee approved the proposed 2024 Workplan for the Human Relations Commission. The Workplan commenced in March 2024 and is to be completed by February of 2025.

DISCUSSION:

The HRC was created to advise the Mayor and the City Council on issues of discrimination and advocate for equal opportunity, justice, and access to service and opportunities. The Commission engages in activities designed to aid in the elimination of prejudice, intolerance, and

discrimination against individuals or groups because of race, color, religion, national origin, language, citizenship status, sex, sexual orientation, gender identity, gender expression, or cultural background. The Commission promotes an informed and inclusive multicultural society.

Riverside Municipal Code Section 2.16.030 identified the following powers, duties, and functions for the HRC:

1. To advise the City Council on all problems of local inter-group relations;
2. To study the problems of prejudice and discrimination in the community and the causes thereof;
3. To work with other agencies, public and private, in developing programs to eliminate prejudice and discrimination;
4. To sponsor and encourage educational activities which tend to promote interracial, interfaith, and interethnic harmony, progress, and integration;
5. To foster mutual understanding and respect among all racial, religious, and national groups;
6. To prepare and submit an annual report to the City Council concerning human relations by the end of the fiscal year;
7. To recommend and coordinate effective systems to ensure justice and access for the City of Riverside.

As part of the workplan discussion, each board and commission committed to providing a 6-month update on the goals of the approved workplans. The HRC approved 2024 Workplan tasks and status updates are listed in the chart below:

HRC Work Plan Tasks	Status
Advocate for equal access to facilities, community programs, services, events; and provide feedback on how they can be enhanced.	PENDING
Ensure all Wards are represented at Human Relations Commission meetings by establishing a commissioner attendance of 80%.	IN PROGRESS
Support and advocate for efforts to address housing disparities within the community.	IN PROGRESS
Support and advocate for efforts to address basic human rights and community well-being.	IN PROGRESS
Engage with community by completing ward specific outreach efforts quarterly and City-wide outreach efforts no less than twice a year.	IN PROGRESS
Support the City’s Diversity, Equity, and Inclusion (DEI) efforts and advocate for actions to raise awareness, develop strategies, and promote change.	IN PROGRESS

FISCAL IMPACT:

There is no fiscal impact associated with this report.

Prepared by: Krystelle Schneider, Senior Management Analyst