



ENVISION RIVERSIDE - 2025

Human Relations Commission Annual Workplan

Mission

To advocate for equal opportunity, justice, and access to services and opportunities in the City of Riverside. To empower communities and institutions. To promote an informed and inclusive multicultural society. To engage in activities designed to aid in eliminating prejudice, intolerance and discrimination against individuals or groups for any reason, including but not limited to: race, color, religion, national origin, language, immigration status, sex, sexual orientation, gender identity, gender expression, disability status, economic status and cultural background.

Vision

Envision Riverside 2025 Strategic Plan: Riverside is a city where every person is respected and cherished, where equity is essential to community well-being, where residents support one another, and where opportunities exist for all to prosper. In Riverside, everyone comes together to help the community, economy, and environment reach their fullest potential for the public good.

Riverside Municipal Code Section 2.16.030 provides the following **Powers, Duties, and Functions** for the Human Relations Commission:

- A. Advise the City Council on all problems of local inter-group relations;
- B. Study the problems of prejudice and discrimination in the community and the causes thereof;
- C. Work with other agencies, public and private, in developing programs to eliminate prejudice and discrimination;
- D. Sponsor and encourage educational activities which tend to promote interracial, interfaith, and interethnic harmony, progress, and integration;
- E. Foster mutual understanding and respect among all racial, religious, and national groups;
- F. Prepare and submit an annual report to the City Council concerning human relations by the end of the fiscal year; and
- G. Recommend and coordinate effective systems to ensure equal justice and access for the City of Riverside

STRATEGIC PRIORITIES

Ensure alignment of the Human Relations Commission
with the City of Riverside's Strategic Plan by:

1. Advocate for equal access to facilities, community programs, services, events; and provide feedback on how they can be enhanced.

(suggested partner – Park and Recreation Commission)

(suggested City Council Committee – Safety, Wellness, and Youth Committee)



Arts, Culture and Recreation

Goal 1.2 - Enhance equitable access to arts, culture, and recreational services offerings and facilities

Receive presentations and information sessions from City Departments addressing special transportation services, programs for at-risk youth, special events, community events, special needs, and translations services.

The Commission will learn about volunteer and community outreach opportunities (i.e. HRC information booth at community events, etc.)

2. Support and advocate for efforts to address educational disparities within the community.

(suggested partner – Park and Recreation Commission)

(suggested City Council Committee – Safety, Wellness, and Youth Committee)



Community Well-Being

Goal 2.3 - Strengthen neighborhood identities and improve community health and the physical environment through amenities and programs that foster an increased sense of community and enhanced feeling of pride and belonging citywide.

Learn from local educational institutions about programs and services available to the community and opportunities for support of these programs and services.

The Commission will work with the City to enhance existing programs such as backpack giveaways, college fairs, and after-school programs. In addition, the Commission would like to conduct visioning workshops to address this topic.

3. Support and advocate for efforts to address housing and employment disparities within the community.

(suggested City Council Committee – Housing and Homelessness Committee)



Community Well-Being

Goal 2.1 – Facilitate the development of a quality and diverse housing supply that is available and affordable to a wide range of income levels.

Receive presentations and information sessions from city departments and institutions addressing these topics.

The Commission would like to conduct visioning workshops around housing and other topics impacting the community.

4. Support and advocate for efforts to address basic human rights and community well-being.

(suggested City Council Committee – Housing and Homelessness)



Community Well-Being
Goal 2.4 – Support programs and innovations that enhance community safety, encourage neighborhood engagement, and build public trust.

The Commission will work with the City to identify and remove barriers faced by the community. This includes, but is not limited to public safety, equal opportunity, justice, and access to services and opportunities in the City of Riverside.

The Commission will receive presentations and information sessions from city departments and community advocacy groups addressing these topics (i.e. use of force statistics, 311 call center statistics, women's rights, sex trafficking, programs and protection for queer and trans youth, etc.)

5. Support and advocate for programs and services that address mental illness and substance abuse.

(suggested City Council Committee – Housing and Homelessness)



Community Well-Being
Goal 2.5 – Foster relationships between community members, partner organizations, and public safety professionals to define, prioritize, and address community safety and social service needs.

The Commission will learn about legislation that impacts mental health and substance abuse issues and provide the city council with recommendations for positions to support or oppose.

The Commission will receive presentations and information sessions from the city and organizations with expertise in these areas (i.e. County of Riverside – Care Court, Office of Housing and Human Services – Public Safety and Engagement Team, etc.)

6. Community Support Grant

(suggested City Council Committee - Inclusiveness, Community Engagement, and Governmental Processes)



Community Well-Being
Goal 2.5 – Foster relationships between community members, partner organizations, and public safety professionals to define, prioritize, and address community safety and social service needs.

The Commission has created the Community Support Grant program which supports efforts of local community and non-profit organizations conducting events, programs, and services that benefit community members.

Each year, the Commission will award up to three \$1,000 grants to qualified applicants (subject to the availability of funds). The Commission is responsible for the review of applications, selection of grant recipients, and will forward finalists to City Council for final approval.

7. Support the City's Diversity, Equity, and Inclusion (DEI) efforts and advocate for actions to raise awareness, develop strategies, and promote change.

(suggested City Council Committee - Inclusiveness, Community Engagement, and Governmental Processes)



High Performing Government

Goal 5.5 – Foster a culture of safety, well-being, resilience, sustainability

The Commission will work with the Human Resources Department and the DEI Officer on initiatives and actions that impact DEI efforts citywide.

The Commission will receive quarterly updates from the DEI Officer on progress and implementation of standards and practices.

8. Develop a marketing strategy for the Human Relations Commission to communicate efforts more effectively and to translate and communicate written/marketing materials for speakers of other languages.

(suggested City Council Committee – Economic Development, Placemaking, and Branding/Marketing)



High Performing Government

Goal 5.3 - Enhance communication and collaboration with community members to improve transparency, build public trust, and encourage shared decision-making.

The Commission will work closely with the DEI Officer and office of communication.

The HRC Ad Hoc Committee will work with staff to develop the marketing strategy proposal.

9. Annual Workplan Items:

- A. Receive a presentation and learn about the City's *Envision Riverside 2025* Strategic Plan.
- B. Election of Chair/Vice Chair – First meeting in March
- C. Annual Brown Act Training – First meeting in March
- D. Workplan Review – First meeting in March
- E. Board and Commission Appreciation Event - April
- F. Annual Code of Ethics & Conduct Review – May/June



High Performing Government

Goal 5.3 - Enhance communication and collaboration with community members to improve transparency, build public trust, and encourage shared decision-making

- 1. The City Manager's Office is tentatively scheduled to present to the Commission about *Envision Riverside 2025* in January 2024.
- 2. Each March, the Commission will select the Chair and Vice Chair for the upcoming year, in accordance with RMC 2.16 and the Commission's bylaws.

3. Each March, the City Attorney's Office will provide annual training on the Brown Act.
4. Each March, the Commission will review the workplan that City Council approved for the upcoming Commission term.
5. In April, City boards and commissions will be recognized and thanked for their service.
6. In May and June, all boards and commissions are asked to review the Code of Ethics and Conduct and provide feedback to the Board of Ethics. The City Attorney's Office will make a presentation to the Commission.

GENERAL WORK PLAN STEPS:

- 1) HRC thoroughly researches and vets an approved topic (with staff assistance, may include presenting to a partner board/commission)
- 2) HRC approves a formal recommendation to a City Council Committee
- 3) HRC appoints a member to present the item to the City Council Committee (a City Council Committee is three Councilmembers who review items before the full Council)
- 4) City Council Committee reviews and considers the item
- 5a) City Council Committee sends the item back to HRC for more work OR
- 5b) City Council Committee refers the item to the City Council for consideration
- 6) HRC representative presents item to the City Council
- 7) City Council reviews and considers the item, and votes to approve or not approve