



Human Relations Commission Memorandum

City of Arts & Innovation

TO: HUMAN RELATIONS COMMISSION **DATE: NOVEMBER 20, 2020**

FROM: CITY MANAGER'S OFFICE **WARDS: ALL**

SUBJECT: SUMMARY OF SURVEY RESULTS FOR HUMAN RELATIONS COMMISSION SURVEY REGARDING COMMISSIONERS PERSPECTIVE ON LEVEL OF SUPPORT FOR COMMISSIONS TO CARRY OUT MISSION AND ROLES

ISSUES:

Consider and provide input on the summary of survey results from the Human Relations Commission survey provided to current and past Commissioners in an effort to gain an understanding of the Commissioners perspective on Commission activities and the current level of support from the City for carrying out the Commissions mission and role; consider if community input on this topic in a workshop setting is desired; and forward this report to the City Council for further discussion.

RECOMMENDATIONS:

That the Human Relations Commission:

1. Consider and provide input on the summary of survey results from the Human Relations Commission survey provided to current and past Commissioners in an effort to gain an understanding of the Commissioners perspective on Commission activities and the current level of support from the City for carrying out the Commissions mission and role; and
2. Consider if community input on this topic in a workshop setting is desired; and
3. Forward this report to the City Council for further discussion.

BACKGROUND:

The City Council requested that the Community Police Review Commission (CPRC) and Human Relations Commission (HRC) be surveyed to better understand the Commissioner's perspective on their respective Commission's activities and current level of support from the City for carrying out its mission and roles.

A survey for each Commission was developed and distributed to current and past Commissioner's for input. The survey requested that Commissioner's provide a ranking on a scale from 1 to 5 reflecting the degree to which they believed their respective Commission was able to carry out their powers, duties and functions as described in the Riverside City Charter and Riverside

Municipal Code. Individual survey results are confidential, but a summary of the results will be discussed with each Commission. Any feedback received will be presented to the City Council for consideration an input by the respective Commission Chair.

DISCUSSION:

The Human Relations Commission was asked for a ranking of 1 through 5 and/or was asked to provide input on 10 survey questions. The questions and results are summarized in the table below:

Question	Average Rank	Rank Range	Mostly Ranked
1. The Human Relations Commission advises the City Council on all problems of local inter-group relations.	3.22	1-5	2/5
2. The Human Relations Commission studies the problems of prejudice and discrimination in the community and the causes thereof.	3.56	2-5	4
3. The Human Relations Commission works with other agencies, public and private, in developing programs to eliminate prejudice and discrimination.	3.00	1-4	4
4. The Human Relations Commission sponsors and encourages educational activities which tend to promote interracial, interfaith, and interethnic harmony, progress, and integration.	4.56	4-5	5
5. The Human Relations Commission fosters mutual understanding and respect among all racial, religious, and national groups.	4.13	3-5	4/5
6. The Human Relations Commission recommends and coordinates effective systems to ensure equal justice and access for the City of Riverside.	2.89	1-5	3
7. Does the Human Relations Commission have access to the resources needed to carry out its powers, duties and functions as described in the Riverside Municipal Code?	N/A	N/A	No
8. Are there any additional powers, duties or functions that should be added to the mission of the Human Relations Commission?	N/A	N/A	Yes
9. Do you have any suggestions on how the Human Relations Commission can help further equity and inclusion in the City of Riverside?	N/A	N/A	Yes
10. Please provide any other suggestions or comments in the space provided below.	N/A	N/A	Yes

On average, the Human Relations Commissioner’s believe that they are granted the ability to carry out their powers, duties and functions as described in the Riverside City Charter and Riverside Municipal Code. Most of the questions had an average ranking in the three to four range with only one question dropping below a three average. However, most Commissioners did not feel that the Commission had access to the resources needed to effectively carry out the Commissions powers, duties, and functions and felt that the Commission required additional powers, duties, or functions added to the mission of the Commission.

Some of the comments received from the surveys are summarized below:

- Communication between the Commissioners and Council Members is limited
- Rarely discuss inter-group relations during meetings
- Frequency of HRC reporting important problems could improve
- Rarely had presentation regarding problems of prejudice and discrimination in the community
- HRC could be more actively engaged
- HRC helps to identify problems of prejudice and discrimination in the community and a path toward study
- HRC has not been active in developing programs and has been advised that it is not within their scope
- HRC has been very engaged with other groups who are organizing events
- HRC has been sponsoring and encouraging educational activities, at the request of groups and individuals who come to the HRC
- HRC needs to give more attention to recommending and coordinating effective systems to ensure equal justice an access for the City of Riverside
- HRC has reviewed certain systems within the City of Riverside but has not coordinated justice or access

Suggestions received from the surveys for additional resources and functions are summarized below:

- Request to be included when major City Council decisions concerning local inter-group relations are being made
- Request stable and/or additional staff support
- Request additional funding to develop programs and effectively address issues
- HRC needs to engage in the actual creation of studies and reports to the City Council that have serious recommendations for action
- HRC ought to have the authority to “invite” city officials and community leaders to give testimony, along with the capacity to recommend actions
- HRC should develop a new mission statement
- An opportunity for HRC to address with City Council quarterly and discuss concerns
- Request additional training
- HRC should oversee both the Officer for Racial Equity and the Resolution on Racism as a public health crisis
- Request a detailed statement of the powers of the HRC

If desired by the Commission, a community workshop, via virtual format, can be coordinated to discuss the Commissions powers, duties, and functions and the ability of the Commission to carry out their mission and role.

Approved by: Brandi Becker, Principal Management Analyst