



City of Arts & Innovation

Finance Committee

TO: FINANCE COMMITTEE MEMBERS DATE: MARCH 12, 2025

FROM: HUMAN RELATIONS COMMISSION CHAIR WARDS: ALL

SUBJECT: HUMAN RELATIONS COMMISSION 2024 WORKPLAN UPDATE AND PROPOSED 2025 WORKPLAN

ISSUE:

Receive an update on the Human Relations Commission 2024 Workplan activities and approve the proposed 2025 Workplan.

RECOMMENDATION:

That the Finance Committee:

1. Receive an update on the 2024 Human Relations Commission Workplan activities; and
2. Review and approve the proposed 2025 Human Relations Commission Workplan.

BACKGROUND:

In late 2023, to enhance the direction of the City boards and commissions and ensure alignment with the Envision Riverside 2025 Strategic Plan, the City Manager's Office requested that each board or commission develop an Annual Workplan. Each workplan was to be taken to the respective City Council Standing Committee for review and approval annually, with the initial workplans earmarked to begin in March 2024 and conclude in February 2025. Resolution 23976 identifies the Human Relations Commission (HRC) under the purview of the Finance Committee.

On October 26, 2023, the HRC reviewed a draft 2024 Workplan and recommended that it move forward to the Financial Performance and Budget Committee for approval. On January 10, 2024, the Financial Performance and Budget Committee approved the 2024 Workplan for the HRC. The Commission commenced work on the workplan items immediately following approval with the intent to address each item by the end of February 2025.

At the HRC meeting on January 23, 2025, the Commission received a draft 2025 Workplan for review and recommended that it be moved forward to the Finance Committee for approval.

DISCUSSION:

The City's board and commissions serve an important function in the City. Each board or commission is granted specific powers and duties or is charged to undertake a specified activity. The workplans of the board or commission outline activities that the board would like to undertake during the course of the year. The individuals who volunteer for these bodies are appointed by the City Council to represent the community's interests and serve as important advisory bodies to the Council.

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.

2024 HRC Workplan Updates

The chart below lists the approved 2024 Workplan objectives and the related work completed by the HRC from March 1, 2024, through February 28, 2025.

HRC Work Plan Tasks	Status
Advocate for equal access to facilities, community programs, services, events; and provide feedback on how they can be enhanced.	ONGOING <ul style="list-style-type: none">• Received a presentation from the Police Department and have worked to create strong community outreach opportunities to share resources with community members.• There is still much collaboration that could occur with City Departments, the Parks & Rec Commission and various organizations that work on translation services, at risk youth programs, etc.
Ensure all Wards are represented at Human Relations Commission meetings by establishing a commissioner attendance of 80%.	ONGOING <ul style="list-style-type: none">• HRC meetings between March 2024 and January 2025 received an average attendance percentage of 70.1%.• Although the attendance goal was not met, unlike previous years, no meetings were canceled due to lack of quorum.

Support and advocate for efforts to address housing disparities within the community.	<p>ONGOING</p> <ul style="list-style-type: none"> Received a presentation from UCR faculty on the impact of warehousing on employment disparities. Received a presentation from the Fair Housing Council on housing. Following this, HRC formed an Ad Hoc Committee to focus on this issue in the coming months.
Support and advocate for efforts to address basic human rights and community well-being.	<p>ONGOING</p> <ul style="list-style-type: none"> Engaged with local advocacy groups to learn about their work and understand how we can support as a Commission. Organizations engaged include Interfaith Council, TruEvolution, NAACP Youth Council, and the Police Department. HRC awarded \$3,000 in community grants to three local organizations to implement programs focused on increasing multiculturalism and a more inclusive Riverside.
Engage with the community by completing ward specific outreach efforts quarterly and City-wide outreach efforts no less than twice a year.	<p>ONGOING</p> <ul style="list-style-type: none"> Created a new brand for the Commission, including a logo, flyer, and a whiteboard to engage community members at outreach events. Participated in tabling opportunities at events including the Martin Luther King Day Walk-a-thon, National Night Out, Juneteenth Festival, and Riverside LGBTQ+ Pride Resource Fair. Hosted "Coffee with the Commission" meet and greet event in Ward 1.
Support the City's Diversity, Equity, and Inclusion (DEI) efforts and advocate for actions to raise awareness, develop strategies, and promote change.	<p>ON HOLD</p> <ul style="list-style-type: none"> As the DEI Officer position was put on hold, we have not been able to move forward with this item. HRC would like to engage more with current City staff focused on DEI initiatives in the absence of this role. Received a presentation from TruEvolution. Raised concern regarding City LGBTQ Liaison.

Draft 2025 HRC Workplan

The 2025 Annual Workplan tasks were drafted in alignment with the powers and duties of HRC and the City's Strategic Plan. 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 and promotes an informed and inclusive multicultural society.

The Draft 2025 HRC Workplan includes the six following consolidated items that represent the objectives and goals for March 1, 2025, through February 28, 2026:

1. Advocate for equitable access to facilities, community programs, services, events; and provide feedback on how they can be enhanced.
2. Support and advocate for efforts to address housing disparities within the community.
3. Support and advocate for efforts to address basic human rights and community well-being.
4. Engage with the community by completing ward specific outreach efforts quarterly and City-wide outreach efforts no less than twice a year.
5. Support community organizations through the Community Support Grant.

STRATEGIC PLAN ALIGNMENT:

This item aligns with Strategic Priority No. 5 – High Performing Government, Goal No. 5.5 - Foster a culture of safety, well-being, resilience, sustainability, diversity, and inclusion across the city organization.

1. **Community Trust** – The HRC fosters community trust by promoting transparent, open communication and advocating for equal access to City services for all residents.
2. **Equity** – The Commission's workplan focuses on advancing racial, social, and economic equity through targeted outreach and support for marginalized communities.
3. **Fiscal Responsibility** – The HRC ensures fiscal responsibility by efficiently managing resources and leveraging partnerships to maximize the impact of its initiatives.
4. **Innovation** – The Commission embraces innovation by using modern tools and strategies such as social media to enhance community engagement and promote inclusivity.
5. **Sustainability & Resiliency** – The HRC contributes to sustainability by addressing long-term social challenges and fostering resilient, equitable communities.

FISCAL IMPACT:

There is no fiscal impact associated with this report.

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Attachments:

1. Draft 2025 Human Relations Commission Work Plan
2. Presentation