



City of Arts & Innovation

Human Relations Commission Memorandum

TO: HUMAN RELATIONS COMMISSION **DATE:** JANUARY 22, 2026
FROM: CITY MANAGER'S OFFICE **WARDS:** ALL
SUBJECT: 2026 WORKPLAN DISCUSSION AND REVIEW OF 2025 WORKPLAN PROGRESS

ISSUE:

That the Human Relations Commission discuss the progress made toward the 2025 Workplan goals and the development of the 2026 annual workplan.

RECOMMENDATION:

That the Human Relations Commission:

1. Discuss the attached 2025 Workplan goals and work completed by the Commission in support of those goals to inform an upcoming annual update to the City Council; and
2. Discuss the development of the 2026 Workplan.

BACKGROUND:

At the direction of the City Council Governmental Processes Committee, 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 workplan that aligns with the City's Strategic Plan. Each workplan was then taken to the respective City Council Standing Committee for review and approval.

At its meeting on January 23, 2025, the Human Relations Commission received a draft 2025 Workplan for review and discussion and recommended that it be forwarded to the Finance Committee for consideration and approval. On March 12, 2025, the Chair of the Human Relations Commission (HRC) presented the draft 2025 Workplan to the Finance Committee, which approved the Workplan. At that same meeting, the Chair also provided the Finance Committee with an annual update on the Commission's progress toward its 2024 Workplan goals.

The approved 2025 Workplan has guided the Commission's activities throughout the year and is attached to this report for reference as the Commission discusses priorities for 2026 and reviews progress made toward its 2025 goals.

DISCUSSION:

2025 Workplan Progress

The Commission is asked to review the goals outlined in the approved 2025 Workplan and discuss actions taken during the year in support of those goals. This includes Commission initiatives, recommendations, community engagement efforts, and coordination with City departments or community partners.

The discussion will help ensure that the Commission's work during 2025 is accurately captured and will inform preparation of an annual update to the City Council, anticipated to be presented to the Finance Committee in March or April 2026.

2026 Workplan

With the 2025 Workplan now in place and nearing the end of its cycle, the Commission is asked to begin discussion of priorities for the 2026 Workplan. At this time, a draft 2026 workplan has not yet been developed.

To support continuity and informed discussion, the approved 2025 Workplan is provided as a framework for the Commission's consideration. The Commission may discuss whether the existing goals and focus areas remain appropriate to carry forward into 2026, or whether refinements are warranted based on emerging issues, City Council priorities, and the Commission's capacity. Direction provided during this discussion will inform the development of a draft 2026 Workplan to be presented for approval at a future meeting.

As the Commission considers priorities for 2026, it is important that proposed goals and activities align with the powers and duties of the HRC as set forth in the Riverside Municipal Code. Riverside Municipal Code Section 2.16.030 identifies 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.

FISCAL IMPACT:

There is no fiscal impact associated with this report.

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Attachments 2025 HRC Workplan