



# ENVISION RIVERSIDE - 2025

## Human Resources / Commission of the Deaf Annual Workplan

### Mission

The City of Riverside and Commission of the Deaf are committed to removing barriers and promoting the full participation of the Deaf community into all areas of economic, political, and community life.

### 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 2.100.040** provides the following **Powers, Duties, and Functions** for the Commission of the Deaf:

- A. Serve in an advisory capacity to help create an integrated community that promotes full participation in society, education and employment, effective communication, and cultural awareness.
- B. Review community policies, programs, and actions which affect persons within the deaf community and make appropriate recommendations to City Council.
- C. Render advice and assistance as requested to other City boards and commissions, and to City departments on matters affecting members of the deaf community.
- D. Perform other functions, community outreach, and duties as may be directed by the City Council.

| BOARD AND COMMISSION WORKPLAN TASKS                                   | TIMELINE      |
|---|---------------|
| Development of workplan   | March 2025    |
| Draft workplan to City Manager's Office for review/feedback           | TBD           |
| Board and Commission workplans proposed to Safety, wellness Committee | TBD           |
| Board and Commission workplans to City Council for feedback           | TBD           |
| Revised workplans to Boards and Commissions to Receive and File       | February 2026 |

## STRATEGIC PRIORITIES

Ensure alignment of Human Resources / Commission of the Deaf  
with the City of Riverside's Strategic Plan by:

**Co-host annual DeaFestival event with Deaf Community of Riverside to increase awareness and build more connection between the Deaf community and the city.**

*(suggested partner – Park and Recreation Commission)*

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

1



### Arts, Culture and Recreation

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

Commission of the Deaf will co-host this annual event with the non-profit Deaf Community of Riverside, typically in September in the City Hall breezeway. The event increases awareness, offers information booths, entertainment, games, food, and more.

Ahead of this event, the Commission would like to request that the Mayor issue an Annual Proclamation for Deaf Awareness.

The Commission would like to partner with City marketing staff to identify and develop advertising opportunities such as in the ExploreRiverside magazine, on the City webpage, and on City Social Media.

**Advocate for access to language at all levels of education in Riverside, improve educational opportunities for Deaf students, and partner with local education agencies at all levels to work toward inclusive education for every student.**

*(suggested partner – Human Relations Commission)*

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

2



### Arts, Culture and Recreation

Goal 1.5 – Support programs and amenities to further develop literacy, health, and education of children, youth and seniors throughout the community.

The Commission of the Deaf seeks to improve education opportunities for Deaf students and provide robust and equitable education opportunities for every student. The Commission desires to partner with UCR and other local educational entities to advocate for access to language for all students.

**Remove barriers for Deaf community members experiencing housing challenges and homelessness.**  
(suggested City Council Committee - Housing and Homelessness)

3



**Community Well-Being**

**Goal 2.2** – Collaborate with partner agencies to improve household resiliency and reduce the incidence and duration of homelessness.

The Commission will work with the City to identify and remove barriers faced by Deaf community members who are experiencing housing challenges and homelessness.

**Recognize ASL as a language in the City of Riverside.**

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

4



**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.

The Commission would like the City to recognize ASL as a language and acknowledge its significance as a form of communication. ASL may be the primary method of communication for some members of the Deaf community, and written forms of communication may be a barrier to participation.

**Advocate for a City Deaf Cultural Community Center.**

(suggested partner - Park and Recreation Commission)

(suggested City Council Committee – Land Use, Sustainability, and Resilience)

5



**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.

In 2017, Mayor Bailey convened a Model Deaf Community – Deaf Cultural Community Center Task Force to address this idea. The Task Force identified that approximately 17% of the city's population is Deaf or hard of hearing, and this population feels left out, disconnected from the greater community, and very limited resources are available. Senior centers provide a very limited choice to use (once a month for 3 hours) for gathering and learning.

The Commission seeks to continue the work of the Task Force recommendation that identified a need for a Deaf Cultural Community Center, possibly as an annex to an existing community center. The Commission will be tasked with identifying potential funding sources, conducting community workshops and outreach on this topic, and developing an operations plan.

**Increase availability of human services offerings and mental health support for the Deaf community.**  
*(suggested City Council Committee - Housing and Homelessness)*

6



**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 feelings of pride and belonging citywide.

The Commission has identified a need for better mental health support and human services offerings for the Deaf community. Specific areas of opportunity include increase education for local hospital personnel (especially emergency room staff) and first responders on how to care for the Deaf community; increase awareness of suicide rates among the Deaf community and limited availability of crisis counseling (lack of ASL interpreter availability may prevent Deaf residents from obtaining counseling during a crisis); increase availability of “telehealth” with ASL interpretation.

**Work with the City to increase employment opportunities with the City for the Deaf community**

*(suggested partner - Human Resources Board)*

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

7



**High Performing Government**  
**Goal 5.1** - Attract, develop, engage, and retain a diverse and highly skilled workforce across the entire City organization.

The Commission of the Deaf seeks to increase employment opportunity awareness for the Deaf community and work toward increasing the number of City employees who are Deaf or hard of hearing.

**Foster an environment in which Deaf and hard of hearing community members feel comfortable and welcome at City Council meetings.**

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

8



**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 of the Deaf seeks to foster a welcoming environment for the Deaf community at City Council meetings, where communication barriers and challenges are removed. Specific strategies and approaches will be explored by the Commission and with ICGC, including increased availability of ASL interpretation, higher quality closed captioning, and translation into ASL for meeting recordings.

**Develop a marketing strategy for the City to more effectively reach the Deaf community and more effectively translate/communicate written/marketing materials.**

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

9



**High Performing Government**

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

Commission of the Deaf has proposed the following ideas for implementing this item:

- Monthly video clips on RiversideTV and City website in ASL that are informational and to market programs/events and help refer to resources like CODIE
- Incorporate more QR codes
- Incorporate standard language on City marketing/communications materials for meetings that ASL interpreting is available on request with contact info to submit request
- Social media posts in ASL
- Develop marketing materials for COTD members to use for outreach

**Research and work toward implementation of on-demand ASL translation availability/improved communication tools for the One Stop Shop, Call Center, and other City customer service groups.**

*(suggested partner - Human Relations Commission)*

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

10



**High Performing Government**

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

Commission of the Deaf will work with City staff to identify technology resources and costs. Research will be needed to identify grant opportunities and other possible funding sources.

**Research and work toward implementation of ASL capability for public comment.**

*(suggested partner - Human Relations Commission)*

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

11



**High Performing Government**

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

Commission of the Deaf will work with Office of Communications and RiversideTV to explore the feasibility of visual public comment for those who communicate only through ASL.

**Recognize and honor members of former Model Deal Community Committee.**

*(Mayor's Office)*

12



**High Performing Government**

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

Mayor Lock Dawson has been asked to present certificates of recognition to former MDCC members at the October 24, 2023 City Council meeting.

**Recommend certain qualifications or characteristics for future Commission members.**

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

13



**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 with Human Resources and the City Attorney's Office to vet a recommended revision to Riverside Municipal Code 2.100 to require certain qualifications or characteristics of future Commission members, such as a majority of the Commission should be fluent in ASL and all members should be able to sign.

**Assist City Departments to connect effectively with the Deaf community and provide advice and assistance on matters affecting the Deaf community.**

*(potential partner board/commission dependent on topic)*

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

14



**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 of the Deaf would like to invite City departments to present on topics of interest to the Commission and have a conversation on programs and serving the Deaf community.

The Commission will work with City staff to identify specific topics for focus with City departments. An example is that in September, Traffic Engineering presented to the Commission on street-related topics such as recent grant awards and planned visual street/crosswalk improvements.

## Annual Workplan Items:

1. Receive a presentation and learn about the City's *Envision Riverside 2025 Strategic Plan*.
2. Election of Chair/Vice Chair – First meeting in March
3. Annual Brown Act Training – First meeting in March
4. Workplan Review – First meeting in March
5. Board and Commission Appreciation Event - April
6. Annual Code of Ethics & Conduct Review – May/June

15



### **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 November 2023.
2. Each March, the Commission will select the Chair and Vice Chair for the upcoming year, in accordance with RMC 2.100 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) COTD thoroughly researches and vets an approved topic (with staff assistance, may include presenting to a partner board/commission)
- 2) COTD approves a formal recommendation to a City Council Committee
- 3) COTD 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 COTD for more work OR
- 5b) City Council Committee refers the item to the City Council for consideration
- 6) COTD representative presents item to the City Council
- 7) City Council reviews and considers the item, and votes to approve or not approve