



Human Rights and Relations Advisory Commission

2016 Work Plan Objectives

Strengthen HRRAC liaison program

(Goal 1) Strengthen the relationships between HRRAC and its community partners by further developing the HRRAC liaison program. Create written guidelines for the HRRAC liaison program that identify the duties of Commissioners as a liaison and recognize that duties may be adapted to the uniqueness of each group.

Create resource directory for responding to discrimination complaints

(Goal 3) Create a resource directory and suggested action steps for the City of Salem (or HRRAC) to assist and refer community members with concerns of discrimination to appropriate public and private services, and to ensure that HRRAC does not offer services that present jurisdictional conflicts.

Address discrimination against particular cultural communities.

(Goals 4 and 5) This year, begin with a focus on Salem's Latino and Hispanic community, by evaluating the value and feasibility of the following steps to eliminate discrimination and implement those steps as warranted: (a) hold forums where people live to receive input directly from the Latino and Hispanic communities about issues of discrimination they are facing; (b) make a strong statement that the City of Salem will not tolerate retaliation against individuals who file a complaint alleging discrimination; (c) identify and encourage prospective diverse applicants to employment and volunteer positions available at the City of Salem; and (d) examine discrimination faced by immigrants and refugees in Salem; identify methods for HRRAC assistance to these populations. Consider other cultural communities in future work plans.