



## Staff Report

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**File #:** 16-022

**Version:** 1

**Date:** 5/23/2016

**Item #:** b.

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**TO:** Mayor and City Council

**THROUGH:** Steve Powers, City Manager

**FROM:** Kacey Duncan, Deputy City Manager

**SUBJECT:**

2016 Human Rights and Relations Advisory Commission Work Plan and Update

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

**ISSUE:**

Provide Council information on the ongoing activities and the 2016 Work Plan for the Human Rights and Relations Advisory Commission (HRRAC).

**RECOMMENDATION:**

Information only.

**SUMMARY AND BACKGROUND:**

Founded in 1964 by the Salem City Council, the Human Rights and Relations Advisory Commission works to advise the City Council on human rights issues. The HRRAC, through staff and Commissioners, works to resolve and recommend recourses to complaints, and increase understanding amongst diverse groups.

The work of the HRRAC is defined in Salem Revised Code 8.010 - 8.190. The general powers and duties of the Commission are as follows:

- a. Promote harmonious intergroup relations within the city of Salem by enlisting the cooperation of various racial, religious, and nationality groups, business, community, labor, and governmental organizations, fraternal and benevolent associations, educational and other groups. (Goal 1)

- b. Examine sources of tension, practices of discrimination and acts of prejudice in the city of Salem. (Goal 2)
- c. Perform such conciliatory services as would not conflict with the functions of any other government agency. (Goal 3)
- d. Make recommendations concerning solutions to specific problems of prejudice or discrimination. (Goal 4)
- e. Recommend to the City Council action, policies, and legislation to be considered by State and local governments. (Goal 5)
- f. Take action upon alleged violations of Chapter 97 of this Code as provided in this Chapter. (Goal 6)
- g. Make such reports to the Council as the Council may request. (Goal 7)

## **FACTS AND FINDINGS:**

HRRAC provides:

- a. Help for community members experiencing concerns of discrimination. Information, referral and conciliatory assistance is provided.
- b. Service to victims of bias crime. Hate activity is denounced and victims are offered information, referral, support, and a listening ear.
- c. Participation with local organizations at events such as the annual Human Rights Day Salem Speaks Up!, and other multicultural activities.

HRRAC develops relationships with cultural communities and examines sources of tension.

Key elements of the 2016 Work Plan address goals one, three, four and five out of the seven goals listed above in the "Summary and Background" section. It includes strategies and actions to: create a resource directory for concerns of discrimination; develop the Commission's liaison program with community organizations; study issues related to the Hispanic and Latino communities.

Gretchen Bennett  
Human Rights and Relations/  
Federal Compliance Coordinator

Attachments:

1. 2016 HRRAC Work Plan

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05/06/2016