

HUMAN RIGHTS COMMISSION PLAN FOR THE NEXT YEAR

1. APRIL –BOS report as prepared by Lara and Matt; Chart as prepared by Susan.
2. MAY – OCTOBER – Through commission presentations, collect additional data from community organizations/activists using the amended Forum survey and data table.
3. SEPTEMBER - Have a workday to create a strategic plan and or create a 2-year work plan for the Commission.
4. NOVEMBER – BOS and City Council report on updated information from organizations/activists representing marginalize communities/communities with HR challenges.
5. MEANWHILE – Monitor and develop 2-1-1 program

FURTHER DISCUSSION

NEXT NINE MONTHS

OBJECTIVE – Discuss draft proposal. Act on proposal. Commission as a resource for county government and the community by providing information, education, and communication regarding Human Rights. The commission to be a support, an HR presence in the community. Promote diversity, creating a safe, welcoming community.

ROLE OF COMMISSION – Provide recommendations and information to the BOS that identify opportunities and problems concerning HR issues in EDC

- An HR presence in the community
- Not activists

RECOMMENDATIONS

Commissioners as a “presence” in the community. Attend local human rights events – (MLK, Big Time, Library events, Wakamatsu festival, Earth Day, Native American Festivals, etc.,)

Work toward a larger agenda for 2021/2022

2 YEAR WORK PLAN / STRATEGIC PLAN

Goal and objective of Commission

EL DORADO COUNTY HUMAN RIGHTS COMMISSION DRAFT POLICIES AND PROCEDURES

(draft date 6-19-2020, r1: 6-29-2020, r:9-6-2020 with staff changes)

By Chair Allen Stansbury

The primary purpose of the Human Rights Commission is to serve as an advisory body to the Board of Supervisors regarding local human rights issues. The Commission serves as a conduit for citizen input by gathering and analyzing local human rights data and making recommendations to the Board of Supervisors.

To maintain objectivity and impartiality, Commission members must remember that they represent the whole community and not the exclusive point of view of a particular group or special interest. The role of the commission is to gather and analyze public input prior to making a recommendation to the Board of Supervisors. The guiding principle of any decision or recommendation is that of addressing the overall public benefit.

Human Rights Change Process¹

The Commission serves as a resource for county government and the community by providing information, education, and communication regarding Human Right issues. The commission is a safe place for the community to raise their Human Rights concerns. The Commission shall strive to promote diversity, and to create a safe, welcoming community for all residents and visitors in EDC. To achieve these changes, the Commission shall:

- Focus on equity, build infrastructure and political will to support the change, employ new skills/tools to make changes, track and recognize progress.
- Increase awareness of inequity, its root causes and how it is perpetuated by institutions and systems.
- Further equity through institutional leadership, equity teams and staff engagement in change efforts.
- Develop strategic plans and tools for analysis and resources for advancing equity goals, including specific equity outcomes.
- Establish baseline disparity data, targets/benchmarks and processes to track and report outcomes.
- Collaborate with community and other institutions/partners to identify and address cumulative impacts of institutional and structural inequity including disability, LGBTQ, sexism, ageism, immigrant right in El Dorado County.

ROLE OF COMMISSION – Provide recommendations and information to the BOS that identify opportunities and problems concerning Human Rights issues in EDC.

1. Addressing community concerns: Concerns about various local human rights issues can be brought to the attention of the Commission at their public meetings, either in person or in writing. Human Rights Issues to be addressed by the Commission can originate from the public, members of the commission, from organizations, or from county departments.

¹ <https://www.oaklandca.gov/resources/race-equity-theory-of-change>

Commission procedures for dealing with human rights issues brought to the attention of the commission or individual commissioners by members of the public:

- a. The issue or complaint can be made in writing or an oral statement at a commission meeting.
 - b. In the case of an in-person complaint it can be made at the beginning of the commission meeting at the time allocated on the agenda for public comments. In case of a written statement, it can be placed on the agenda of a regular commission meeting as a matter of information.
 - c. The commission can listen to or read the complaint and, if one or more commissioner considers the statement raises issue(s) that are within the commission's purview and which merit additional review or discussion, a commissioner can ask that the issue(s) raised in the verbal or written statement be placed on a future agenda. The person who made the statement will be invited to attend as will any individuals, businesses, organizations or government entities mentioned in the statement.
 - d. After the issue is discussed by the commission at the future meeting, the commission may take one or more of the following actions:
 - i. Continue the issue to later meeting(s) to obtain additional information or evidence about the issue(s) raised;
 - ii. Adopt findings or a policy recommendation to the Board of Supervisors;
 - iii. Refer the issue to other appropriate resources. For example, if there is a claim of workplace discrimination or whistleblowing in a public entity, the Commission may forward the issue to the agency, or to the Grand Jury. If there is a claim of sex-trafficking, significant bullying, or other potential criminal activity, the issue might be forwarded to law enforcement. If the issue concerns an employee of El Dorado County, El Dorado County Human Resources will be contacted. For incidents involving County law enforcement, the complaint will be referred to the <<Sheriff Advisory Committee?>>
 - iv. All complaints will be logged into a database for tracking purposes and included in the Annual Report provided to the Board of Supervisors each year. This database will be accessible to the public from the county's website.
2. Educating the public. From time to time, the commission may sponsor an educational forum to celebrate some aspect of ethnic life and culture or to emphasize the county's expression of racial equality or highlight racism as unappropriated within the community. Additional issues might include: disability, LGBTQ, sexism, ageism, immigrant right. A subcommittee of commission members may be appointed at a regular commission meeting whose function will be to determine the purpose of such a forum.
 3. Once a year, the Human Rights Commission will host a county-wide forum of invited speakers to discuss human rights concerns raised in the following year or concerns anticipated in the near future for the purpose of identifying potential human rights issues through-out the county. The outcome of the forum will be made as a part of the Commission's record and used as a basis for an annual workplan.