



STAFF REPORT

Meeting Date: December 20, 2012
To: Human Relations Commission
From: James R. Latta, L.C.S.W., Human Services Administrator
Subject: Human Relations Work Plan Review

Attachment I: Current Work Plan Priority List and 2013 Work Plan Proposals

The following information is provided to the Commission for consideration and action.

INTRODUCTION

At the November 18, 2012 Human Relations Commission meeting, requests were made for the consideration of pursuing other work plan priorities in addition to the Embrace Civility Efforts which include the Election Civility Statement, the Embrace Civility Award and the Bullying Prevention Video Competition.

DISCUSSION

The selection of the current work plan included fostering the principles in the working mission of the Human Relations Commission and focusing on raising the profile of the work of the Commission by incorporating the principles of tolerance, acceptance and civil discourse into established Community Services events, programs and services.

During the past year, the Commission raised their profile in the Beverly Hills community by their involvement in the first Embrace Civility Award, the all inclusive spring celebration, Woolstock and the kick-off of the video competition during National Bullying Month. Presently the Commission has the Bullying Prevention Video Competition and Embrace Civility Award work plan items pending. At the November meeting, the Commission expressed interest in pursuing the use of the Civility Statement at the beginning of all city meetings, a Nouroz Celebration and an awareness program to prevent seniors from being the Victims of Scams.

Following a review of last year's work plan and pending projects, the commission is asked to discuss the work plan possibilities submitted by commission members (See Attachment I). The Commission will begin the exercise by answering the following questions when selecting a potential work plan item:

Meeting Date: December 20, 2012

- *Is it a function of municipal government?*
- *Does it fall within the Commission's purview?*
- *Does it speak directly to the mission?*

Once the Commission determines the top three priorities, a staff report will be prepared for the Commission for those priorities selected. The report will assess the feasibility of the idea and the resources (e.g. staff time, funding) required. The information will then be brought back to the Commission where a majority vote determines whether or not the Commission will pursue the matter. Once an item is selected, support by all commissioners is the goal.

RECOMMENDATIONS

Staff recommends that the Commission:

- Review the list of proposed areas of interest in Attachment I, then prioritize the top three items
- Direct staff to prepare a report on any work plan items selected.
- Begin with two working priorities and a third ready for implementation when a working priority is completed.

Current Work Plan Priority List

1. **Human Service Commission Award Program**: Annual award to be presented at City Council meeting. Cost- minimal. Time- Commissioners can review applications in ad hoc and make recommendations to commission. **COMPLETE**
2. **Celebration of First Day of Spring**: A non-denominational celebration of the first day of Spring in the Persian community. Generally recognized on March 21st. Promotes diversity, which is a component of the HRC mission statement. **COMPLETE**
3. **Bullying Prevention Video Competition**: Human Relations Commission commit to a program towards bullying prevention month in October for the City of Beverly Hills and that the ad hoc that had previously been appointed on this issue, Vice Chair Sherman, Commissioner Ginsburg and Chair Linder as alternate, meet during the coming month to provide a workable plan. **PENDING**
4. **Human Service Award Program for 2013**: Establish a calendar leading up to the Civility Award, including promotion, acceptance of nominations, deadline for nominations, determination of the recipient and the actual date of presentation so that we have an annual calendar that will allow us to plan accordingly. **PENDING**

2013 Work Plan Proposals

1. **Embrace Civility Statement**: The Commission actively pursues the possibility of requesting that all chairs of commissions, committees or groups that gather under the aegis of the City including in their opening statements a review of the civility policy that has been adopted by the city.
2. **Celebrate Your Heritage Week** to promote diversity in the community.
3. **Cultural Heritage Day**" that coincides with Nowruz. Something that invites the community to come together and celebrate our neighbors and neighborhoods. If it comes down to it, it doesn't even have to have a particular event attached. It can just be a proclaimed day that we can in future attach events to.
4. **Senior Scam Education**: A large number of elderly residents without caretaking are taken advantage of by scam artists. There should be a campaign, similar to that of the civility statement, to inform them. As well as resources to go to if they feel they're being taken advantage of.
5. **Community Garden**: Include the Community Garden at Greystone as one of the Commission's Embrace Civility Efforts. Commission involvement could be limited to an annual event or something more frequent.