

**HUMAN RELATIONS COMMISSION (HRC) WORK PLAN
FISCAL YEAR 2019-20**

Title and Description	Key Milestones	Date (per milestone)	Current Status Notes
<i>Ongoing Work Items</i>			
1. Participate in and provide recommendation to the City Council regarding funding allocations for CDBG and HOME funding.	CDBG/HOME process discussion. HRC hearing on CDBG/HOME capital projects. Council hearing – TBD.	February 2020 March 2020 Spring 2020	
2. Plan and implement two events, which may include a traditional Civility Roundtable, an educational forum, community event or training on How to be an Ally, Wage Theft, or another topic with the purpose to engage in a community dialogue and develop positive and productive community relations.	A subcommittee will be formed to work on developing topics for the proposed events. The subcommittee will provide a report that summarizes the event and a report on the outcome of the event.	September 2019 October 2019 to June 2020	
3. Respond to City Council referrals and/or inquiries from other City advisory bodies regarding topics and issues of mutual interest. In Fiscal Year 2019-20, these topics could include wage theft and the unstably housed.	As assigned.	Ongoing	

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4. Distribute HRC activity funding relevant to the annual budget allocation (\$2,750).	The HRC recommends that FY 2019-20 funding be used for the CRT events and/or community event as needed.	Fall 2019 to Spring 2020	
5. Attend events put on by the Santa Clara County HRC, CAHRO, and other HRCs.	Attend the CAHRO Human Rights Conference and/or events. Other events as scheduled.	TBD	
6. Attend, participate in, and observe the Council Neighborhoods Committee meetings.	Attend as scheduled.	Central Neighborhoods Area, September 26, 2019, 7:00 p.m., Edith Landels School, 115 West Dana Street Springer/Cuesta/Phyllis Neighborhood Area, October 10, 2019, 7:00 p.m., Benjamin Bubb School, 525 Hans Avenue CNC Work Plan Review, November 14, 6:00 p.m., Plaza Conference Room, City Hall, 500 Castro Street	
7. Commissioners will join a neighborhood association contact list to receive updates on neighborhood happenings.	Ongoing.	Monthly	

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8. Participate in the annual Spring Family Parade.	Attend event in April.	Date TBA	
9. Commit to doing personal community outreach.	Ongoing.	Ongoing	
10. Receive an informational update from the Police Department (PD) to review/discuss PD's programs and services.	Update to be scheduled.	Spring 2020	
11. Act as a resource, as needed, for human relations-related needs for any City department and community efforts.	Ongoing.	TBD	
12. Receive an informational update from the Multilingual Community Outreach Program to review/discuss programs and services.	Update to be scheduled.	Spring 2020	
13. Participate in Santa Clara County discussions to establish a North County LGBTQ+ resources center.	Ongoing.	Fall 2019 to Spring 2020	
<i>Fiscal Year 2019-20 Work Items</i>			
1. Conduct a needs-and-assets assessment to learn more about the resources, services, policies, and programs that are currently available for immigrant communities that reside in Mountain View (carried forward from Fiscal Year 2018-19).	The subcommittee will provide a report back to the HRC.	Fall 2019	

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2. Receive an informational update on the Human Rights Analytical Framework pilot program (carried forward from Fiscal Year 2018-19).	Receive a staff update on the Human Rights Analytical Framework pilot program.	November 2019	
3. Research, draft, and recommend a City policy to improve access at City Council meetings and public hearings for people with disabilities (e.g., American Sign Language (ASL) interpretation for deaf and hard-of-hearing residents).	Receive a staff update on the City's ADA policy and Fiscal Year 2019-20 work plan. A subcommittee will be formed in October 2019.	October 2019	