

**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	Completed. Completed.
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	The subcommittee was formed and proposed two CRTs focused on Unconscious Bias. A CRT on Unconscious Bias is has been postponed due to the COVID-19 pandemic.
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	A Safe Parking subcommittee was formed to assist City staff with safe parking community outreach. The Safe Parking subcommittee engaged in business outreach with City staff in November 2019.

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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	Chair Solomon attended the CNC meeting on October 10.
7. Commissioners will join a	Ongoing.	Monthly	

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neighborhood association contact list to receive updates on neighborhood happenings.			
8. Participate in the annual Spring Family Parade.	Attend event in April.	April 25, 2020	The annual Spring Family Parade was canceled due to the COVID-19 pandemic.
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	The Police Department's informational update has been postponed due to the COVID-19 pandemic.
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 (MCOP) to review/discuss programs and services.	Update to be scheduled.	May 7, 2020	The MCOP's informational update has been postponed due to the COVID-19 pandemic.

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13. Participate in Santa Clara County (SCC) discussions to establish a North County LGBTQ+ resources center.	Ongoing.	Fall 2019 to Spring 2020	The Commission collaborated with the SCC Office of LGBTQ Affairs to convene a meeting on August 19, 2019 of North County service providers to discuss and provide input on the development of a North County LGBTQ+ resource center.
<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	A needs and assets survey was deployed in October 2019. Approximately 200 surveys were completed. The subcommittee is in the process of analyzing the surveys to develop final conclusions and recommendations to present to the HRC in spring 2020.
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	An informational update to the HRC was postponed. Staff presented a report on the pilot program to the City Council in December 2019 and recommended no further action.

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<p>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).</p>	<p>Receive a staff update on the City's ADA policy and Fiscal Year 2019-20 work plan.</p> <p>A subcommittee will be formed in October 2019.</p>	<p>October 2019</p>	<p>An informational update was presented on October 2. Staff will return to the Commission with next steps in 2020.</p>