

DATE: June 1, 2023

TO: Human Relations Commission

FROM: Laurel James, Principal Management Analyst

VIA: Audrey Seymour Ramberg, Assistant City Manager

SUBJECT: Fiscal Year 2023-24 Work Plan

RECOMMENDATION

Review the recommended Fiscal Year 2023-24 Human Relations Commission Work Plan and forward to the City Council for approval (Attachment 1 to the memorandum).

BACKGROUND

City Council Policy A-23, Work Item Referral Process for Council Advisory Bodies and Councilmember Committees, requires all Council Advisory Bodies to develop and submit to the Council for approval an annual work plan. At its May 4, 2023, meeting, the Human Relations Commission (HRC) reviewed the status of Fiscal Year 2022-23 Work Plan projects and proposed and discussed potential items for inclusion in its Fiscal Year 2023-24 Work Plan.

During the discussion, each Human Relations Commissioner was able to put forth up to two potential work plan projects. Commissioners were then able to ask clarifying questions about the projects. The HRC asked staff to prepare an analysis of the potential projects, taking into consideration the capacity needed to successfully complete each project; the role of the HRC as defined by City Council Resolution No. 18198 establishing a Human Relations Commission; and Council's Strategic Priorities, and to develop a recommended Fiscal Year 2023-24 Work Plan.

DISCUSSION

The HRC identified the following eight potential work plan items listed below:

- Mental Health Workshop: Organize a follow-up event to the mental health discussion from the Fiscal Year 2022-23 Work Plan that provides attendees with coping skills, resources, and support, possibly in partnership with the Community Health Awareness Council (CHAC).

- We Are Mountain View Storytelling Project: Engage in a community storytelling project entitled “We Are Mountain View,” which uses a proscribed format or formula to solicit community stories in multiple languages for display (possibly online and possibly at a single location or in an event) in celebration of the HRC’s 40th anniversary.
- Mobile Home Park Engagement Event: Host an event at a mobile home park to foster a connection between mobile home park residents and the City.
- Resilient Mountain View: Work with the City’s Sustainability Division to assist with community outreach for the Climate Change Vulnerability Assessment in support of equitable engagement and community participation.
- Candidly Speaking Event: Host a second Candidly Speaking event on a to-be-determined topic or idea.
- Refugee Informational Report: Receive an informational report on and discuss refugee resettlement in Mountain View.
- Gender Experiences Civility Roundtable: Organize an event exploring personal experiences of gender in the Mountain View community facilitated by a professional expert, including a presentation and Civility Round Table.
- Language Accessibility Informational Report: Receive an informational report on how the City addresses language accessibility beyond the minimum legal requirements, the process for accessing services, and collaboration with local or neighborhood groups to provide services.

As discussed during the May 2, 2023 meeting, due to capacity constraints throughout the organization and Council’s interest in having a manageable number of work plan items, advisory bodies are being asked to limit their proposed Fiscal Year 2023-24 Work Plan items. At the meeting, staff recommended undertaking no more than two or three projects in addition to the HRC’s 10 ongoing projects for the Fiscal Year 2023-24 Work Plan.

ANALYSIS

The staff analysis of the potential work plan projects is included in Attachment 2. The analysis resulted in three categories of work plan items: Recommended for Consideration, Recommended for Consideration with Amendments, and Not Recommended by Staff. The list of projects in each category and a summary of the rationale for the recommendation is provided below.

Recommended (2 projects)

- **“We Are Mountain View” Storytelling Project**: Staff recommends this project without the addition of a culminating event due to the additional staff and Commissioner capacity required to coordinate both a storytelling project and an event.
- **Resilient Mountain View**: Staff recommends this project for inclusion in the work plan based on its alignment with the HRC’s advisory role regarding the involvement and inclusion of diverse populations in City programs.

Recommended with Amendments (3 projects)

- **Gender Experiences Civility Roundtable** and **Candidly Speaking Event**: Staff recommends combining these two projects into a Candidly Speaking event on gender experiences.
- **Language Accessibility Informational Report**: Staff recommends that this item be combined with and included in the annual update from staff on the Multicultural Engagement Program (Work Plan Item J).

Not Recommended by Staff (3 projects)

- **Mobile Home Park Engagement Event**: Staff does not recommend this event due to the staff and Commissioner capacity required and the indeterminate structure, topic, and scope of the event.
- **Refugee Resettlement Informational Report**: Staff does not recommend this item. In evaluating the work item, staff determined that refugee resettlement is beyond the City’s purview, and preparing a comprehensive informational report would require significant staff time.
- **Mental Health Workshop**: Staff does not recommend this event because service provision (i.e., teaching coping skills and providing resources and/or mental health support) is beyond the scope of the HRC as established by City Council Resolution No. 18198.

Commissioners may propose changes to the recommended work plan projects for consideration by the HRC during the June 1, 2023 meeting. If there are no proposed changes, the HRC may vote to submit the staff recommendation to the City Council.

NEXT STEPS

The work plan items for Fiscal Year 2023-24 approved by the HRC will be submitted to the City Council for approval in September 2023.

LJ/6/MGR

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- Attachments:
1. Recommended Fiscal Year 2023-24 Human Relations Commission Work Plan
 2. Potential Fiscal Year 2023-24 Human Relations Commission Work Plan Projects Analysis