

City of Culver City Equity and Human Relations Advisory Committee Work Plan (DRAFT)

OVERVIEW

What is the Culver City Equity and Human Relations Advisory Committee (EHRAC)?

The EHRAC is a citizen group, made up of nine City Council appointees, that recommends programs, policies and activities to the City Council or the City Manager, that promote positive human relations and equitable outcomes and opportunities in all aspects of community life.

PURPOSE

The purpose of the Equity and Human Relations Advisory Committee (EHRAC) is to

- recommend programs, policies and activities designed to promote the full acceptance of all people in all aspects of community life without regard to race, religion, gender, gender identity, sex, sexual orientation, age, disability, immigration status, citizenship, color ethnicity, or national origin, ancestry, gender expression, socio-economic status, income or other protected categories or personal characteristics.
- recommend programs, policies and activities designed to reduce discrimination, increase cultural competency, improve intergroup relations, and promote civil and human rights for all.
- track and report on existing and emerging related issues stemming from complaints from residents and visitors concerning interactions with City employees, elected and appointed officials, City contractors and City volunteers.
- hold public meetings on community-wide problems arising in the City which may result in intergroup tensions or discrimination because of actual or perceived biases based on race, religion, gender, gender identity, sex, sexual orientation, age, disability, immigration status, citizenship, color ethnicity, or national origin, ancestry, gender expression, socio-economic status, income or other protected categories or personal characteristics.
- prepare and disseminate educational and informational material relating to prejudice, discrimination and inequity, and ways and means of eliminating such issues.
- prepare and submit to the City Council an annual report on the EHRAC's progress in accomplishing the approved work plan, and

The Work Plan Prioritized Action Steps:

The EHRAC Work Plan priority action steps include activities suggested by members of the public during the EHRAC July 2020 and September 2020 meetings, the EHRAC September 2020 community survey, activities recommended by members of the EHRAC and the EHRAC Ad Hoc Work Plan Subcommittee, as well as activities outlined in the EHRAC bylaws. [The priority steps were refined by ...]

Equity and Human Relations Work Plan

[Tentative Priority Order]

Priority 1: Combat Discrimination through Partnerships and Education

Summary: Addressing discrimination by building and cultivating relationships among different demographic groups.

Task: Partner with specialty groups (LGBTQ, Ableism, anti-racism, trans issues, gender and sexuality, API, Homelessness, etc.) to educate culver city staff, culver city students, and general public.

Task:

Task:

Priority 2: Review City Policies and Procedures

Summary: Improving community relations by evaluating and reviewing City policies and practices; ensuring that human relations principles are followed.

Task: Meet with City Attorney's to review certain policies that have discriminated against citizens

Task:

Task:

Priority 3: Outreach & Communication

Summary: Improving community relations by developing and improving methods of communication, public input, events, and community data, designed to reduce discrimination, increase cultural competency, improve intergroup relations, and promote civil and human rights for all.

Task: Communication/Surveys

Task: Informational brochures/Educational brochures

Task: Special Events

Task: Hold public space for community conversations

Priority 4: Locating and Identifying Resources/Grants/Sponsors

Summary: Improving community relations by identifying financial sources that will support the EHRAC's prioritized action steps and activities.

Task: Liaison with department in City that handles Resources and Grants

Task: Work with community groups, community businesses, and community corporations

Task:

Priority 5: Recognize Where Good Things are Occurring in the Community

Summary: Improving community relations by recognizing individuals, organizations and events that promote the full acceptance of all people in all aspects of community life.

Task: Prepare a recognition speech, letter, card, etc., from the HRC to recognize the accomplishment. The accomplishment may be in the form of an announcement during a city council meeting, a letter, presenting the individual or group with a card, etc.

Task:

Task: