

ANNUAL WORK PLAN

HUMAN RELATIONS COMMISSION

FY 2027

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Mission Statement

The City of Raleigh's Human Relations Commission (RHRC) serves as an advisory body to the City Council. The Commission advocates for all people regardless of race, color, creed, gender, age, sexual orientation, or national origin. The Commission provides initiatives that enhance harmony in the areas of civic, social, and economic life; promote the general well-being and access to economic mobility for all residents and visitors; and create opportunities for collaboration and engagement with all communities in Raleigh.

STRATEGIC PLAN ALIGNMENT

The City of Raleigh's Strategic Plan outlines the City's key priorities and sets a clear path for future goals and actions. The Human Relations Commission (HRC) and its initiatives are aligned with the following strategic objectives:

- ☐ Community Safety
- ☐ Quality of Life
- ☐ Economic Development & Innovation

FY 2026–27 FOCUS AREAS

Focus Area	Action	Strategic Alignment
PROMOTE COMMUNITY COHESION	Partner with local nonprofit organizations to strengthen unity, foster mutual understanding, and address challenges that impact the well-being and safety of all members of the community.	Quality of Life, Community Safety
	Develop educational materials that promote City of Raleigh civic engagement and promote social cohesion.	Quality of Life, Organizational Excellence
ENHANCING COMMUNITY WELL-BEING AND SECURITY	Engage directly with community members by attending a minimum of two (2) other City of Raleigh advisory body and community partner events by distributing educational materials, gathering feedback on programs and services, and promoting upcoming HRC initiatives.	Community Safety, Quality of Life
	Partner with other boards and commissions to learn about relevant and current issues impacting community wellbeing	Community Safety, Quality of Life

PROMOTE ECONOMIC MOBILITY AND COMMUNITY ENGAGEMENT	Promote initiatives for small, emerging, growing, and undercapitalized businesses, employees, and business owners, including hosting an Economic Development panel. Provide training and mentorship in grant writing.	Economic Development & Innovation
	Support collaborative efforts addressing workforce development and training programs that enhance career opportunities for impacted communities.	Economic Development & Innovation
	Expand participation to new events that reflect the city's various rich communities, ensuring broad representation and visibility across neighborhoods and community groups.	Quality of Life
COMMITTEES		
GRANTS COMMITTEE	Coordinates commission participation in the Human Services Grants review process and provides recommendations to Council for final approval. Ensures fair and impactful distribution of funds to local non-profit communities by utilizing and applying fair, transparent criteria and performance-based metrics to grant evaluations.	Quality of Life, Community Safety, Organizational Excellence
ECONOMIC DEVELOPMENT COMMITTEE	Support programs that focus on job creation, economic development, finance issues, access to capital, and small business promotion. Small non-profit support via fundraising, networking, training sessions.	Economic Development & Innovation
SPECIAL COMMITTEES (Assigned per Projects)	The Commission may create and appoint other special committees. Such committees shall report to and be responsible to the Chair and the Commission, and the Commission may direct, limit, or control such committees by resolution at any special or regular meeting or by general rules adopted for guidance. Potential committees or subcommittees would focus on City of Raleigh acute concerns such as adolescent engagement and gun safety. Develop a program or initiative to engage youth members.	Quality of Life

SPOTLIGHT GRANTS COMMITTEE

Since 1989, the Human Relations Commission (HRC) has been entrusted with reviewing the Human Services Grant applications on behalf of the City of Raleigh. The City Council allocates funding through these grants to address unmet needs in priority populations, including older adults, youth, individuals with disabilities, those with substance use disorders, and people experiencing homelessness.

The HRC Grants Review Panel—comprising of all HRC Commissioners and selected representatives from other City Advisory Commissions—plays a critical role in ensuring equitable, impactful funding decisions. This process is considered the HRC’s flagship initiative, as its outcomes are felt across the entire city. Broad participation ensures collective responsibility and accountability in evaluating and recommending fund allocation.

Diversity is a hallmark of the HRC, and the varied perspectives and lived experiences of its members enrich the grant review process. Decisions are guided by fair, transparent criteria and performance-based metrics to ensure funding is allocated in a way that maximizes community impact and advances social advancement and community cohesion.

EVENTS

- Tools for School Program – Fall 2026
- National Day of Racial Healing – January 2027
- Economic Development “Grant Writing Workshop” Nonprofit Collaboration – Spring 2027
- Impact Award Dinner – Spring 2027
- Nonprofit Support (collaboration, grant seeking and writing workshops) – Ongoing
- Community Sponsorships and Participation – Ongoing

EDUCATION & OUTREACH

Host at least one gathering of nonprofit organizations that align with HRC scope to initiate collaboration between the organizations and also provide a workshop on grant seeking and writing. Anticipated Completion: May 2027

Sponsor and/or table at a community event hosted by nonprofit organizations aligned with HRC scope. Anticipated Completion: June 2027

COMMISSION MEMBERS

LEADERSHIP

Kathy G. Monteiro, Chair	Daphne Moore, Vice Chair
Dr. Maryellen S. Kelly, Secretary	Robert Courts, Vice Secretary

MEMBERS

Shannon Gessner	Khodr Zaarour
Kunal Choksi	Ann Robertson
Dr. Manzoor Cheema	Sana Siddiqui
Rachael Boone	Jaime Robinson
Rev. Dr. Portia Rochelle	Jorge Santana

LIAISONS

Sophia Lindo	Mayor Janet Cowell
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Special Thanks

Mayor Pro Tem Jane Harrison
City Staff Aracelys Torres