

# ANNUAL WORK PLAN

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## RALEIGH HUMAN RELATIONS COMMISSION

FY 2025

RHRC APPROVED 06/13/24

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## ANNUAL WORK PLAN

### INTRODUCTION

The City of Raleigh Human Relations Commission (RHRC) serves as an advisor to the City Council on matters related to human services and human relations. Human relations encompass activities that promote human dignity, equal opportunity, and harmony among the diverse residents of Raleigh. This includes programs and activities that enhance the general well-being of residents regardless of race, color, creed, gender, age, sexual orientation, ability, or national origin in their daily lives.

### RALEIGH HUMAN RELATIONS COMMISSIONS FY 2025

"Unify Raleigh through Community Connections" remains the RHRC's theme. The Commission's Work Plan for the 2024-2025 initiatives will support the following focus areas: Supporting the Unsheltered, Racial Healing Initiative, Worker's Rights Advocacy and Living Wage, and Policy, Community Relations, and Rapid Response.

### STANDARD COMMITTEES:

- **GRANTS COMMITTEE**

(JANUARY - MARCH) (REPORT TO COUNCIL - APRIL)

- Human Services Grants: Since 1989, the City Council has tasked the Commission with reviewing requests for human services funding and making recommendations to the Council.
- Applicants must meet eligibility requirements.
- The City Council has allocated \$828,499 for the FY2025 fiscal year. These funds assist in addressing unmet needs in targeted service areas for older adults, youth, individuals with disabilities, immigrants, substance users, and the unhoused.
- The Grants Committee review team comprises Commission members and representatives from other boards and commissions under the Equity & Inclusion Umbrella.
- The Commission employs fair and equitable criteria and performance measurement standards to optimize outcomes and impartially determine grant allocations.

- **COMMUNICATIONS COMMITTEE**

- Develop consistent communication strategies to inform the community about the RHRC's work and encourage public engagement using the RHRC website and social media platforms.
- Regularly post a diversity and inclusion calendar highlighting key events and milestones on the HRC website and social media pages. Examples include Ella Baker's Birthday, Harvey Milk Day, the Greensboro Sit-In Movement, the Launch of the Environmental Justice Movement in Warren County, NC (birthplace of the global environmental justice movement), Wyoming passing America's first woman suffrage law, and other significant landmarks.

### FOCUS AREAS: (Education, and Outreach)

#### SUPPORTING THE UNSHELTERED

- HRC will convene meetings with frontline organizations that support the unsheltered community to gain insight into the extent of the crisis and identify the resources needed to address it effectively.
- Following these engagements, HRC will collaborate with stakeholders to formulate statements or recommendations regarding potential new policies or amendments to existing ones.
- These statements or recommendations will be delivered to the Raleigh City Council for consideration. They aim to enhance support and services for the unsheltered population.

### **RACIAL HEALING INITIATIVE**

- Raise awareness of actions that undermine the dignity of historically underrepresented groups.
- HRC will engage in meetings and discussions with Raleigh-based racial justice organizations to draw from their extensive experience in challenging various forms of racism and bigotry, including anti-Black racism, the intersection of racism/classism, environmental racism, racist incarceration, and other oppressive systems.
- Participate in the Hate Crime/Hate Bias Incidents Forum hosted by NCHRC.
- Following these engagements, HRC will develop educational materials, statements, or recommendations regarding potential new policies or revisions to existing ones.
- Deliver these materials to the Raleigh City Council for consideration. The goal is to address systemic issues and promote equity and inclusion.
- Observe and participate in the National Day of Racial Healing on January 21, 2025, to promote unity and healing within the community. The National Day of Racial Healing originated in 2017 under W.K. Kellogg Foundation's Truth, Racial Healing and Transformation efforts, which serves as a community—and national-based process to determine and bring about transformational and sustainable change in addition to discussing the historical and contemporary effects of racism in U.S. society.
- Those observing the day are encouraged to acknowledge the historical and contemporary effects of racism in American society, foster greater awareness and understanding through truth-telling, affirm our common humanity, and inspire collective, nonviolent action toward a more just and equitable world.

### **WORKER'S RIGHTS ADVOCACY/LIVING WAGE**

- HRC will meet and discuss with Raleigh-based labor unions, worker rights organizations, and community organizations prioritizing work with working-class community members (unemployed, under-employed, exploited workers).
- Based on these interactions, HRC will develop statements or recommendations about new policies or changes to existing ones and deliver them to Raleigh City Council.

### **POLICY/COMMUNITY RELATIONS/RAPID RESPONSE**

- Flexibility to address community issues necessitating policy statements or recommendations subsequently presented to the Raleigh City Council. This includes responding to demands for justice recommendations, conducting a comprehensive review of the Raleigh Board and Commission Policy, and offering recommendations regarding requests for changes to Raleigh street names.
- School Backpack Event
  - Support families with school supplies (4th Year) – August 2024.
  - Distribute backpacks with school supplies at Tarboro Road & Green Road Community Center and Cedar Creek Apartments.

### **COMMISSION MEMBERS**

The Raleigh Human Relations Commission has fourteen members, and two alternate members are residents appointed by the City Council who volunteer their time and contribute their expertise.