

CITY OF KIRKWOOD



HUMAN RIGHTS COMMISSION (HRC)

STRATEGIC PLAN 2016

Updated 7-12-2016

Vision:

To become a trusted, visible, and effective human rights advocate that is a point of contact and resource for the Kirkwood Community

Mission:

To promote the value of diversity and the elimination of discrimination, provide educational opportunities for the Kirkwood Community and facilitate enhanced community connections.

Core Values:

Appreciate diversity, embrace issues of concern with respect, teamwork and integrity, and be proactive and inclusive in addressing issues.

Strategic Plan Objectives:

- A. Monitor and Review Communication Resources.**
- B. Build collaborative relationships with community based organizations, faith communities, media and other groups to more effectively promote human rights in Kirkwood, in the spirit of the Mediation Agreement.**
- C. Host events in the Kirkwood community and/or collaborate with other groups in the community to share concerns, discuss issues and be informed of successes.**
- D. Ensure Commissioners participate in formal HRC training experiences.**
- E. Prepare a quarterly cumulative report of activities of the HRC, approve and submit an Annual Report to the City Council, conduct an open public forum to review the Annual Report.**
- F. Research and advocate for impactful policy changes regarding human rights.**
- G. Collaborate with the City of Kirkwood (the Public Information Office) in updating the ADA & Support Services website tab.**
- H. The Strategic Plan is to be reviewed and updated annually in January of each year by the HRC, and during the year as needed showing the "Updated" date.**
- I. Continue to explore collaborative initiatives with the Kirkwood Police Chief to promote inclusion and diversity in law enforcement practices.**

Strategies	Responsibility	Timeline/Progress
<p>A. Monitor and Review Communication Resources</p> <ol style="list-style-type: none"> 1. Access HRC Face book page and twitter account. Report activity numbers and any suggested enhancements quarterly to the HRC. 2. Meet quarterly with City's Public Information Officer regarding online calendar & other communication tools. Report quarterly to the HRC. 3. Review need to revise the HRC brochure. Report semi-annually to the HRC 4. Monitor and receive quarterly reports of the City's Neighborhood Caretaker Alert. form, Report quarterly to the HRC. 	<ol style="list-style-type: none"> 1. A. Sher & J. Moticka 2. A. Sher & R. Boyd 3. M. Fletcher & J. Lewis 4. J. Johnson & J. Moticka 	<ol style="list-style-type: none"> 1. Jan, Apr, Jul, Oct 2. Feb, May, Aug, Nov 3. Jun, Dec 4. Apr, Jul, Oct, Jan.
<p>B. Build collaborative relationships with community based organizations, faith communities, media and other groups to more effectively promote human rights in Kirkwood, in the spirit of the Mediation Agreement.</p> <ol style="list-style-type: none"> 1. Promote Commissioner involvement with organizations that promote human rights. Have Commissioners report activities and initiatives of their group. (See Exhibit B-1) Encourage members of these other groups to attend HRC meetings. Share activity agendas. Report quarterly to the HRC. 2. Host, co-host or participate in City or neighborhood events throughout Kirkwood, i.e., Hot Dog Dayz of Summer and Greentree Festival. Report quarterly to the HRC 3. Invite prominent community leaders to attend HRC meetings and present information. Report quarterly to the HRC. 	<ol style="list-style-type: none"> 1. D. Hart & M. Fletcher 2. R. Hodges & W. Winter 3. J. Moticka & R. Boyd 	<ol style="list-style-type: none"> 1. Jan, Apr, Jul, Oct 2. Feb, May, Aug, Nov 3. Jan, Apr, Jul, Oct
<p>C. Host events in the Kirkwood community and/or collaborate with other groups in the community to share concerns discuss issues, celebrate diversity and be informed of successes.</p> <ol style="list-style-type: none"> 1. Form HRC sub-committees to research human rights initiatives including issues affecting women, and report progress and activity. i.e., Annual Report open public forum. Report quarterly to the HRC. (See Exhibit C-1) <i>(Will post to C-1 as created)</i> 2. Engage the Kirkwood youth community 	<ol style="list-style-type: none"> 1. J. Moticka & J. Johnson 2. R. Boyd & W. Winter 	<ol style="list-style-type: none"> 1. Jan, Apr, Jul, Oct 2. Mar, Jun, Sep, Dec

<p>through human rights high school initiatives, i.e. essay contest, art contests, MLK Celebration, guest speakers. Collaborate with other organization initiatives. Report quarterly to the HRC. (Moved as suggested was B-3)</p> <ol style="list-style-type: none"> Discuss with Commissioners - is there an organization or individual, one or more, who have made significant contributions in the area of human rights that we want to publicly recognize. Report quarterly to the HRC Prepare guidelines to consider having a high school student participate in the HAC 	<ol style="list-style-type: none"> A. Sher & R. Hodges R. Hodges & W. Winter 	<ol style="list-style-type: none"> Mar, Jun, Sep, Dec Apr. May
<p>D. Ensure Commissioners participate in formal HRC related training experiences.</p> <ol style="list-style-type: none"> Collaborate with other local Human Rights Commissions and learn from their training experiences and initiatives. Report quarterly to the HRC. Confirm human rights, fair housing and other related training opportunities with the Missouri Commission on Human Rights (MCHR), the Anti-Defamation League (ADL), Human Rights Roundtable, EHOC, and others. Identify training opportunities on human rights that can be attended by Commissioners and also Commission function activity, i.e., Sunshine Laws as needed. Report quarterly to the HRC 	<ol style="list-style-type: none"> J. Lewis & W. Winter M. Fletcher & R. Hodges 	<ol style="list-style-type: none"> Jan, Apr, Jul, Oct Feb, May, Aug, Nov
<p>E. Prepare a quarterly cumulative report of activities of the HRC, approve and submit an Annual Report to the City Council, conduct an open public forum to review the Annual Report</p> <ol style="list-style-type: none"> First Quarter Report to HRC Second Quarter Report to HRC Third Quarter Report to HRC Submit draft of Annual Report to the HRC for review in December Approve draft of Annual Report . Submit and present the HRC approved Annual Report to the Kirkwood City Council at its earliest meeting. Conduct an Open Public Forum to review the HRC's Annual Report at its March Meeting. 	<p>1 thru 7</p> <p>R. Boyd, D. Hart, M. Fletcher</p>	<ol style="list-style-type: none"> Apr Jul Oct Dec Jan Feb Feb
<p>F. Net work and advocate for impactful policy changes regarding human rights.</p> <ol style="list-style-type: none"> Contact the MCHR, Human Rights Roundtable, and others for input. Report Regional HRC Group quarterly to the HRC. 	<ol style="list-style-type: none"> J. Lewis & J. Johnson 	<ol style="list-style-type: none"> Mar. Jun, Sep, Dec

<p>G. Collaborate with the City of Kirkwood (the Public Information Office) in updating the ADA & Support Services website tab.</p> <ol style="list-style-type: none"> 1. Create a user friendly index to present Support Service contacts. 2. Create a procedure to post services offered 3. Report Quarterly to the HRC 	<p>D. Hart, J. Johnson & J. Lewis</p>	<ol style="list-style-type: none"> 1. Sep 2. Nov 3. (2017) Feb., May, Aug., Nov.
<p>H. This Strategic Plan is to be reviewed and updated annually in January of each year by the HRC, and during the year as needed showing the "updated" date.</p> <ol style="list-style-type: none"> 1. Call for an offsite meeting 2. Conduct offsite meeting 3. Approve Strategic Plan 	<p>D. Hart & A. Sher</p>	<ol style="list-style-type: none"> 1. Dec 2. Jan 3. Feb
<p>I. Continue to explore collaborative initiatives with the Police Chief to promote inclusion and diversity in law enforcement practices.</p>	<p>D. Hart & R. Hodges</p>	<p>Mar, Jun, Sep, Dec</p>

Exhibit [to Section] B-1

The following organizations are those that HRC commissioners currently participate. The Commissioner named highlighted will provide activity reports quarterly to the HRC: **Jan, Apr, Jul, Oct**

<u>Organization</u>	<u>Commissioner</u>
<ul style="list-style-type: none"> • Meacham Park Neighborhood Improvement Assoc. (MNIA) 	<p>W. Winter</p>
<ul style="list-style-type: none"> • Kirkwood Neighbors United (KNU) Disability Sub-Committee 	<p>J. Lewis & R. Hodges</p>
<ul style="list-style-type: none"> • Regional HRC's (Bellefontaine, Dellwood, Ferguson, Kirkwood, St. Charles, Saint Peters) 	<p>D. Hart & J. Johnson</p>
<ul style="list-style-type: none"> • Missouri Commission on Human Rights, 	<p>M. Fletcher D. Hart</p>

Exhibit [to Section] C-1

HRC sub-committee formed to research human rights initiatives by the named Commissioners. The Commissioner name highlighted will provide activity reports quarterly to the HRC: **Mar, Jun, Sep, Dec**

<u>Sub-committee initiative/task</u>	<u>Commissioner</u>
<p><i>Will be filled in as we create them</i></p>	