

**TALLAHASSEE  
HUMAN  
RELATIONS  
COUNCIL**

**THREE YEAR  
STRATEGIC PLAN**

**July 2010 - July 2013**



# TALLAHASSEE HUMAN RELATIONS COUNCIL



## MISSION STATEMENT

The Council's overall mission is to actively promote an understanding, appreciation and awareness of human diversity, to enhance total community empowerment in honoring and accepting the diversity of our community. The proposed outcome is that all residents of the community shall take an active role in accepting the responsibility of allowing other's dignity and respect in pursuing a comfortable and good quality of life.

## CORE VALUES

The Council upholds the following core values in its deliberations and actions:

- Appreciation for and valuing of diversity;
- Fairness, openness, equity and tolerance;
- Inclusiveness, full participation and respect;
- Vigilance of the environment and climate for diversity; and
- Collaborative (mutual/cooperative) processes.

## PURPOSE

This Council shall serve in an advisory capacity to the Tallahassee City Commission and to the Equity and Workforce Development Department on issues related to:

1. Promoting an understanding of human relations issues, such as race, disabilities, religion, gender, national origin, age, disability, marital status, pregnancy, sexual orientation, gender identity, social economic status and any other characteristic protected by laws to improve the quality of life of all residents;
2. Participating in decision-making on the implementation of the City's equal opportunity efforts, including inquiring, informing, suggesting, recommending and evaluating related programs and activities;
3. Developing communication linkages and relationships between diverse community groups;
4. Establishing an objective process by which issues with respect to diversity in the community may be proactively addressed.

# STRATEGIC PLAN

To meet this mandate of promoting unity and understanding among all residents of the community, the Tallahassee Human Relations Council fulfills obligations under its authority as set by the City Commission in the approved bylaws.

Key objectives are to promulgate proactive programs that are fair and equitable in the following areas:

1. Community Education and Promotion (**Education**)
2. Public Information and Resource Services (**Public Info**)
3. City Government Equal Opportunity Efforts (**City Gov't**)
4. Community Economic Development, Human Services/ Environmental Justice (**CED/HS/EJ**)
5. Law Enforcement Community Relations (**Law Enforcement**)

These responsive, flexible strategic proactive programs mirror the current needs of our diverse population. Their implementation is based on planning that incorporates enhanced advocacy and education initiatives.

# COMMUNITY EDUCATION AND PROMOTION

## **Objective:**

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To serve as a leader in providing information and educational training to the entire community for the purpose of raising the level of awareness and appreciation of cultural diversity and human relations.

## **Plan of Action:**

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### **Year One:**

- a. Monitor media to assess their role in promoting good human relations.
- b. Conduct a scientific survey of attitudes and opinions regarding diversity issues in Tallahassee. Request assistance from the colleges and universities to do this.
- c. Identify and form relationships with diverse communities within Tallahassee.

### **Year Two:**

- d. Bi-annually work with youth groups/organizations to identify issues and solutions that impact youth (i.e. law enforcement, HIV/AIDS, gangs, drugs, employment).
- e. Convene a multi-faith conference of religious leadership to develop a plan of action to promote racial harmony and unity.
- f. Develop a partnership with Council of Neighborhood Associations (CONA) to address and create opportunities for neighborhood involvement regarding diversity issues.
- g. Recognize organizations and individuals who make significant contributions to advancing human relations.

- h. Conduct a scientific survey of attitudes and opinions regarding diversity issues in Tallahassee. Request assistance from the colleges and universities to do this.

### **Year Three:**

- i. Conduct community forums for public awareness, educational outreach, and race relations geared towards promoting unity and multicultural awareness.
- j. Identify practices and customs that have the potential to create animosity and unrest among all groups.
- k. Monitor media to assess their role in promoting good human relations.

# PUBLIC INFORMATION AND RESOURCE SERVICE

## **Objectives:**

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1. To provide training and technical assistance resources, thus enhancing a network of multicultural linkages.
2. To develop a communication plan for enhancing public awareness of cultural activities and to work towards integrating and appreciating mutual respect and unity.

## **Plan of Action:**

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### **Year One:**

- a. Develop public relations tools (i.e. Tallahassee Human Relations brochure, website, speaker's bureau, and informational brochures).

### **Year Three:**

- b. Serve as a resource to organizations and businesses seeking assistance on human relations issues.

# CITY GOVERNMENT EQUAL OPPORTUNITY EFFORTS

## **Objectives:**

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1. To assist the City in its promotion of equal opportunity within its workforce and the community, including monitoring, reviewing and analyzing relevant laws, regulations, practices and directives as to its impact on employment and services delivered by the City.
2. To monitor and/or act as a hearing body for internal complaints of alleged discrimination.

## **Plan of Action:**

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### **Year One:**

- a. Annually report to the City Commission, the Council's activities and findings as it pertains to the strategic plan, the pulse of the community and make recommendations as applicable.
- b. Review the board and City's workforce data to evaluate minority/disabled/female utilization.

### **Year Two:**

- c. Review appropriate City's methods of compliance with laws that govern accessibility, usability and mobility of public places by people with disabilities.

### **Year Three:**

- d. Hold annual equal opportunity public forum or event that focuses on specific topics such as employment, sexual harassment, ADA and managing diversity.

# COMMUNITY ECONOMIC DEVELOPMENT / HUMAN SERVICES / ENVIRONMENTAL JUSTICE

## **Objectives:**

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1. To increase the quality of life for all residents through total community economic development.
2. To cultivate relationships with all other responsible parties to create additional community collaboration on social, environmental, human services and economic development matters.

## **Plan of Action:**

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### **Year One:**

- a. Support, encourage and/or advocate for the equitable distribution of environmental justice issues (i.e. pollution, industrial facilities and crime).
- b. Assess the equity, timeliness, quality and delivery of City services and programs according to neighborhoods.

### **Year Two:**

- c. Support, encourage and/or advocate for at least one roundtable discussion on community economic development.
- d. Encourage banks and lending institutions to make loans to create and expand minority (i.e., race, ethnic, disabled, gender) businesses.

### **Year Three:**

- e. Support, encourage, and/or advocate for equitable distribution of environmental issues to the City/county government leaders and Chamber of Commerce to support and promote locating businesses and investments in under-developed communities.
- f. Work with partners to facilitate awareness and address public health issues.

# LAW ENFORCEMENT/COMMUNITY RELATIONS

## **Objectives:**

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1. To coordinate the efforts of community groups and law enforcement personnel to enhance community law enforcement partnership.
2. To act as a liaison between culturally diverse communities and law enforcement personnel for consultation and/or technical assistance.
3. To encourage community lead initiatives to address crime prevention.
4. To maintain a constant awareness of situations that may produce tension or develop into unrest within the community.

## **Plan of Action:**

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### **Year One:**

- a. Review and assess specifics of "The Community Oriented Policing Program" and its effectiveness (i.e. racial profiling, understanding cultural differences procedures for crisis management and "rumor reporting/respond systems," and complaint processing) within the community.

### **Year two:**

- b. Assist in the identification of community groups interested in working to reduce/prevent crime and fear of law enforcement.

### **Year Three:**

- c. Identify practices and customs that have the potential to create animosity and unrest among all groups and work towards comprehensive problem resolution.

## SUMMARY BY YEAR

### Plan of Action:

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#### Year One:

- a. Assess the equity, timeliness, quality and delivery of City services and programs according to neighborhoods.
- b. Identify and form relationships with diverse communities within Tallahassee. **(Education)**
- c. Develop public relations tool (i.e. Tallahassee Human Relations brochure, website, speaker's bureau, and informational brochures). **(Public Info)**
- d. Annually report to the City Commission, the Council's activities and findings as it pertains to the strategic plan, the pulse of the community and make recommendations as applicable. **(City Gov't)**
- e. Review the board and City's workforce data to evaluate minority/disabled/female utilization. **(City Gov't)**
- f. Support, encourage and/or advocate for the equitable distribution of environmental justice issues (i.e. pollution, industrial facilities and crime). **(CED/HS/EJ)**
- g. Review and assess specifics of "The Community Oriented Policing Program" and its effectiveness (i.e. racial profiling, understanding cultural differences procedures for crisis management and "rumor reporting/respond systems," and complaint processing) within the community. **(Law Enforcement)**

## **Plan of Action:**

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### **Year Two:**

- h. Bi-annually work with youth groups/organizations to identify issues and solutions that impact youth (i.e. law enforcement, HIV/AIDS, gangs, drugs, employment). **(Education)**
- i. Convene a multi-faith conference of religious leadership to develop a plan of action to promote racial harmony and unity. **(Education)**
- j. Develop a partnership with Council of Neighborhood Associations (CONA) to address and create opportunities for neighborhood involvement regarding diversity issues. **(Education)**
- k. Recognize organizations and individuals who make significant contributions to advancing human relations. **(Education)**
- l. Review appropriate City's methods of compliance with laws that govern accessibility, usability and mobility of public places by people with disabilities. **(City Gov't)**
- m. Assess the racial and cultural diversity participation in City programs and service delivery. **(City Gov't)**
- n. Support, encourage and/or advocate for at least one roundtable discussion on community economic development. **(CED/HS/EJ)**
- o. Encourage banks and lending institutions to make loans to create and expand minority (i.e., race, ethnic, disabled, gender) businesses. **(CED/HS/EJ)**
- p. Assist in the identification of community groups interested in working to reduce/prevent crime and fear of law enforcement. **(Law Enforcement)**

## **Plan of Action:**

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### **Year Three:**

- q. Conduct community forums for public awareness, educational outreach, and race relations geared towards promoting unity and multicultural awareness. **(Education)**
- r. Identify practices and customs that have the potential to create animosity and unrest among all groups. **(Education)**
- s. Serve as a resource to organizations and businesses seeking assistance on human relations issues. **(Public Info)**
- t. Hold annual equal opportunity public forum or event that focuses on specific topics such as employment, sexual harassment, ADA and managing diversity. **(City Gov't)**
- u. Assess City delivery of services in terms of timeliness and quality to all neighborhoods. **(City Gov't)**
- v. Support, encourage, and/or advocate for equitable distribution of environmental issues to the City/county government leaders and Chamber of Commerce to support and promote locating businesses and investments in under-developed communities. **(CED/HS/EJ)**
- w. Work with partners to facilitate awareness and address public health issues. **(CED/HS/EJ)**
- x. Identify practices and customs that have the potential to create animosity and unrest among all groups and work towards comprehensive problem resolution. **(Law Enforcement)**