



Memo

To: Human Rights, Inclusion and Engagement Commission
From: Rebecca Olson, Assistant City Manager
Date: May 27, 2021
Re: HRIEC Work Plan History

Background:

The Human Rights, Inclusion and Engagement Commission (HRIEC) was formed in 2017 with the first meeting occurring in May, 2017. This commission combined the previous Human Rights Commission with the Community Engagement Commission. Listed below is a brief timeline regarding the formation of work plans.

While many of the meetings over the past 4 years have centered on either creating, revising or discussing work plans, there are several factors that contribute to this. It should be noted that in the 4 years since the commission started, the membership has changed significantly. In addition to the nine (9) current seated commissioners and one (1) youth commissioner, the commission has had 15 other commissioners during this time period and 2 additional youth commissioners. In addition, as with any new commission, and in particular a commission with a large scope of duties such as the HRIEC, finding common ground between the commission's priorities and council priorities takes time and effort.

2017 (work plan developed using a facilitated Consensus Workshop)

June – Reviewed work plans of previous commissions.

August – Held a 2-meeting facilitated 'Consensus Workshop' to determine 2017-2018 work plan.

September – Discussed outcome of workshop & draft work plan

October – Joint meeting with Council.

November/December – Revised work plan based on council feedback.

2018 (work plan developed with significant input from City Council)

March – Joint meeting with Council to present revised work plan based on their feedback

April – Revised 2018 work plan to focus on Engagement best practices/toolkit & events

July – Joint meeting with Council – update on Engagement Project

August – Calendar of work plan items developed for 2018-19

November – New members join, review work plan

2019 (work plan developed using a survey of commissioners and priority ranking)

January & February – Meetings cancelled

March – Updated work plan calendar for 2019

September – Survey sent to commissioners to list priorities for upcoming 2020 annual work plan.

October – Meeting cancelled

November – Work plan priorities ranked.

December – Finalize work plan

2020 (work plan developed via commission discussion)

January – Joint meeting with Council. Work plan approved.

February – Lead commissioners assigned to work plan.

March – May – Meetings cancelled due to COVID-19

July - Discussion on 2020 work plan changes in light of events surrounding George Floyd murder.

August – Joint meeting with Council to discuss recommendations (DEI Consultant, Best Practices Toolkit, Youth Voting)

September – Discuss 2020-21 work plan items in response to COVID situation (Essay contest, proclamations, etc.)

October – Discuss 2021 work plan timeline

November – Discuss work plan priorities

December – Finalize 2021 work plan

2021

January – Updates on work plan progress

February – Updates on work plan progress

March – Updates on work plan progress

April – Joint meeting with Council to review work plan.

May – Discussion on whether to revise work plan