

STRATEGIC PLAN OF THE BISMARCK HUMAN RELATIONS COMMITTEE

The mission of the Bismarck Human Relations Committee is to protect and promote the personal dignity of all Bismarck citizens and eliminate any discriminatory barriers that prevent them from reaching their full human potential. We seek to make education and compliance a meaningful and visible strategy as we work to recognize the value of a diverse community.

GOALS:

- A. To exhibit leadership in the areas of civil and human rights
 - The Committee will be comprised of individuals that represent and are knowledgeable of diverse populations.
 - The Committee members will practice and model actions that exemplify nondiscrimination, acceptance and respect of diversity.

- B. To educate the public about civil and human rights
 - The Committee will implement a public education plan to identify and address issues.
 1. Will create a logo and website and link to relevant organizations.
 2. Will develop and distribute a brochure.
 3. Will sponsor at least two public forums per year.
 4. Will utilize media to access as many people as possible (print, radio, t.v., etc.).
 - The Committee will actively plan, sponsor and participate in events that promote and celebrate diversity.
 1. Will facilitate work on a community calendar of cultural events.
 2. Will partner with existing organizations to assist in planning, sponsoring and participating in events that promote and celebrate diversity.
 3. Will initiate at least one yearly educational/cultural event and partner with existing organizations.
 - The Committee will serve as a resource for educational materials.
 1. Will maintain a list of speakers.
 2. Will maintain a library of appropriate brochures, contact information and materials of partner organizations for distribution.

- C. To identify issues of principal concern in the area of civil and human rights
 - The Committee will provide access for public input.
 1. Will ensure equal access to and input from all citizens (e.g. interpreter services, accommodations for people with disabilities, etc.).
 2. Will provide avenues of issue-specific information gathering such as town hall meetings and focus groups.
 3. Will promptly respond to critical issues as they arise in the community.
 4. Will accept public comment periods during regular monthly meetings.

- The Committee will prioritize issues based on input received.
 1. Will develop procedures for taking/responding to complaints or issues.
 2. Will track all complaints.
 3. Will refer complainants to the appropriate organization.

- D. To recommend priorities and objectives about issues of community concern to the City Commission
 - The Committee will serve as a liaison in issues of civil and human rights between the community and the City Commissioners.
 1. Will develop a process for routine communication with the City Commission and city committees.
 2. Will prepare an annual report with recommendations for the City Commission.

- E. To advocate for compliance with federal and state laws regarding civil and human rights, including North Dakota Century Code Chapters 14-02.4 (human rights) & 14-02.5 (housing)
 - The Committee will provide information about current laws through multiple formats.
 1. Will provide print materials, speakers and/or workshops upon request.
 2. Will encourage education regarding compliance in the public and private sector.
 - The Committee will maintain data regarding civil and human rights issues.
 1. Will coordinate data sharing and gather feedback from community groups.
 2. Will report results of data collected to the community as well as the City Commission.