

CITY OF MESA HUMAN RELATIONS ADVISORY BOARD

2021/2023 Strategic Plan

Draft:

September 2021

Purpose

The Human Relations Advisory Board advises the City Council about racial, religious, ethnic, cultural, disability or other human relations issues affecting the City of Mesa and delivery of City services to Mesa residents, businesses, and visitors. The Board recommends policies to eliminate discrimination and prejudice and to promote mutual understanding and harmony. The Board serves as a public forum for citizen input on human relations issues.

MISSION

Create an inclusive, respectful, and equitable community.

VISION

The City of Mesa is a community that includes, respects, and is enriched by its diversity.

GOALS

The City of Mesa Human Relations Advisory Board actively works to encourage, develop, promote, and strengthen respect for human rights and cultural diversity.

Goal #1 - Research

Gather information from the community through outreach and research to identify areas of need within the community.

Goal #2 - Educate and Act

Engage, educate, and outreach to the community at large through a variety of events and activities focusing on topics of diversity and to increase visibility of the Human Relations Advisory Board.

Goal #3 - Measure

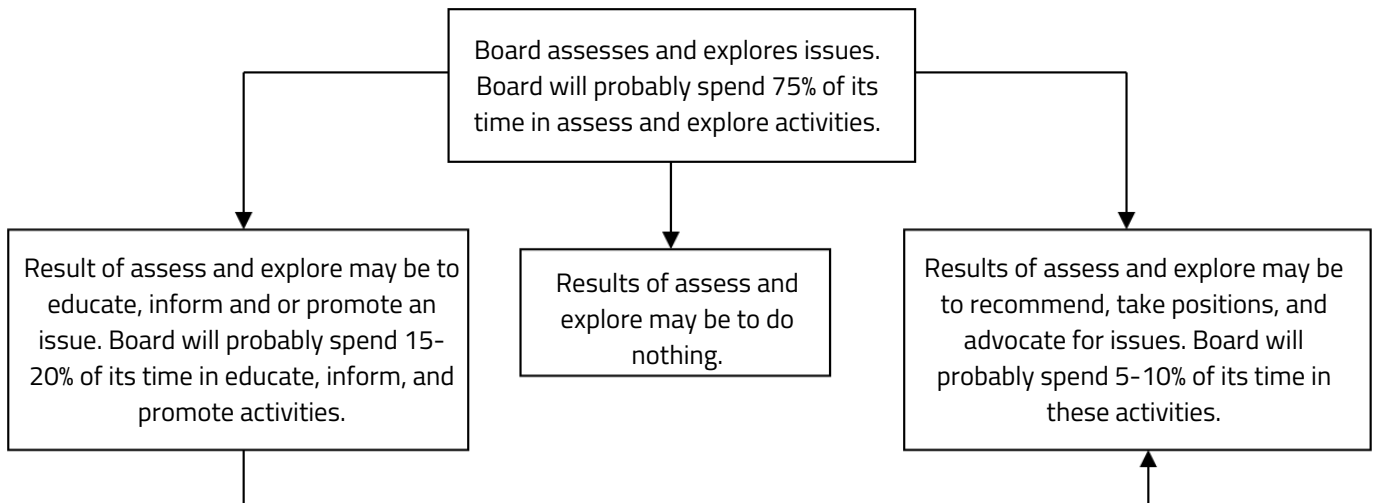
Make all goals of the Board data driven and measurable in order to make accurate recommendations to Mayor and Council.

Board Process

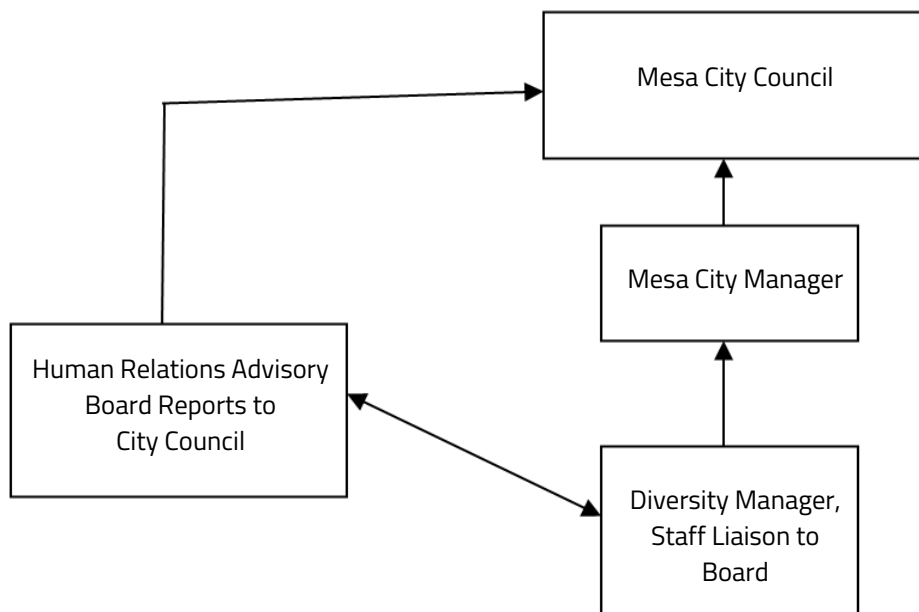
Process: Board goes out into the community ---->

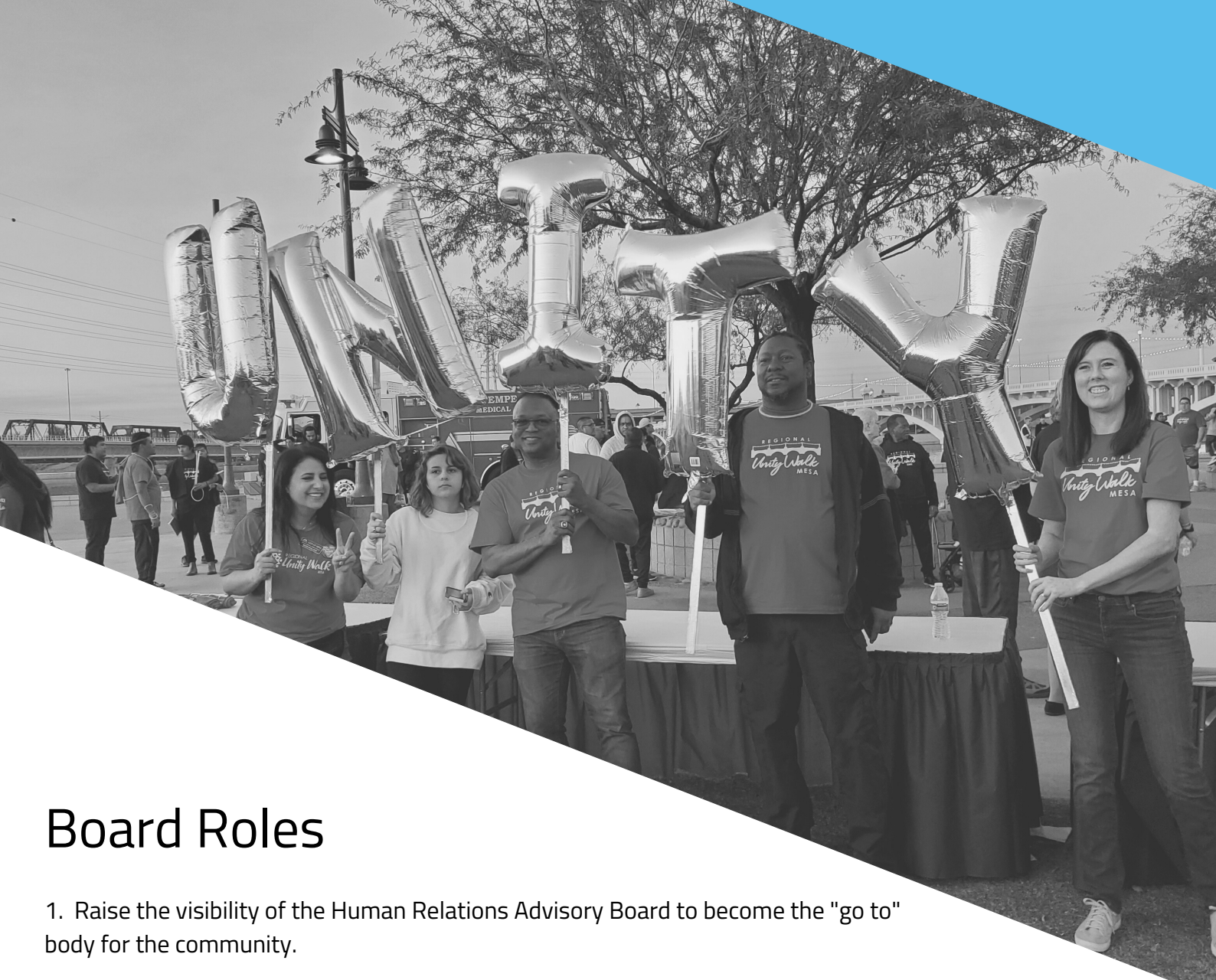
Document what the Board has learned (either as general education or on a specific issues)

----> Present findings or recommendations to the City Council.



Advisory Board Reporting Relationship





Board Roles

1. Raise the visibility of the Human Relations Advisory Board to become the "go to" body for the community.
2. Identify what is happening in the community regarding human relations through forums and outreach.
3. Educate ourselves, the City Council, and the community about human relations issues in Mesa.
4. Make recommendations to the City Council when issues identified in the community require action.

Is this a Human Relations Advisory Board Issue?

- How does the issue affect Mesa City government and the delivery of City services?
- Does the Board's involvement in the community help work towards promoting inclusion?
- Can the Board feasibly address the issue either through recommendation or action?
- Is it within the purview of the purpose, mission, and vision of the Board?

Human Relations Advisory Board's Accomplishments for 2019-2021 Strategic Plan

- The Board members took part in the historic passage of a Non-Discrimination Ordinance for the City of Mesa by making recommendation for approval to City Council February 2021.
- Made other recommendations to Mayor and Council to help the City respond to historical disadvantages of communities of color through a letter sent in Fall 2020.
- Participated in the Communities of Color Forums Series in Summer 2020.
- Presented at a City Council Study Session on December 2, 2019 to provide HRAB updates.
- Members of the Board were represented at annual events such as the Martin Luther King Jr. Day celebrations (Parade, and Festival), Annual Regional Unity Walk/ ArtWalk, Celebrate Mesa, Phoenix Pride Parade, and Zen Night's MLK Gala and Juneteenth events.
- Heard from City department efforts such as the Transit Department, Police Department, and Volunteer Office to provide input, recommendations and support.
- Supported the Diversity & Inclusion Action Plan for strategic Citywide efforts.
- Heard from a variety of community presenters such as Arizona at Work, Aliento, Makarios Youth Prevention Project
- Contributed to the PBS Indie Lense Pop-Up! Film screenings and post panel discussions.
- Supported Citywide efforts to COVID-19 including Mesa CARES, Inspire Mesa and Adopt-a-Grandparent program.
- Recognized outgoing members with significant years of service to the board: Nadia Khalighi, Dr. Colleen Byron, and Louis Wade.
- Board members continued to be reflective of the community's diverse populations in their membership and are making all boards representative of the city.

Human Relations Advisory Board's Work Goals for 2021-2023 Strategic Plan

Goal #1: Research

1. Participate in Regional Human Relations Commission Meetings.
2. Become informed and support community dialogue on racial perspectives.
3. Hear and learn from City departments on programs and services that benefit disadvantaged populations:
 - a. Transit Services
 - b. Police Department
 - c. Mesa Public Library
 - d. Community Services
 - e. Municipal Courts
 - f. Economic Development
 - g. Addressing Homelessness (Citywide)

Goal #2: Educate and Act

1. Attend regional and local events such as the Annual Unity Walk, Pride Parade, Celebrate Mesa, Martin Luther King Jr. Celebration Events, Veterans Day activities, etc. to educate on diversity initiatives in Mesa.
2. Actively recruit diverse community members to join City of Mesa advisory boards and provide input/comments at meetings.
3. Promote diversity education through HRAB facilitated programs and events:
 - a. Community Learning Series

Goal #3: Measure

1. Collect Board goal activity data and submit annual report to Mayor and Council.
2. Increase visibility of HRAB and City of Mesa diversity related events and programs through increase social media and public information platforms.

Meetings

The Human Relations Advisory Board meets on the fourth Wednesday of each month. Meetings are usually held in the Lower Level of the City Council Chambers, located at 57 East First Street or otherwise noted.

The community is encouraged to attend meetings to provide information during the Public Comment Section of the meeting agenda or can address the Board on a particular item that appears on the agenda.

State Statute prohibits the Board from discussing an item that is not on the agenda.

