



HUMAN RIGHTS COMMISSION

Saturday, March 19, 2011

9:00 a.m. – 1:00 p.m.

Snell Building

1050 East 11th Street, Suite 300, Austin, TX 78702

CURRENT BOARD MEMBERS:

Judy Cortez, Chair

Lisa Scheps, Vice Chair

Elizabeth Brenner

Tom Davis

DeWayne Lofton

Delia Meyer

Paul Rhea

WORK SESSION/ANNUAL RETREAT AGENDA

CALL TO ORDER

CITIZEN COMMUNICATION: GENERAL

Citizens signed up prior to the meeting being called to order will each be allowed a three-minute allotment to address their concerns regarding items not posted on the agenda.

OBJECTIVES

The primary objectives of this Retreat are to:

- Prepare comprehensive realistic goals, which will define the direction of this Commission for 2011.
- Develop and select strategies to meet our goals
- Identify a progressive path so the Commission continues forward in its impact and value to the community.
- Develop focus and concentration for human rights advocacy and education in the

INTRODUCTIONS AND PROCESS REVIEW

10 minutes

I. Overview of Commission Purpose and Charge

20 minutes

A. Commission Charge/Purpose from City Council (Staff)

- Overview of HRC By-Laws and Ordinances
- Training – Ensure all members have gone through training
- “Imagine Austin” Comprehensive Plan – What is this and how will it impact HRC goals and objectives? (staff)

Handouts:

* Bylaws
* Ordinances
* Attendance - reports, 2010 & 2011

B. Chair’s Observations and Comments (Cortez/Scheps)

- Recognize everyone’s contribution

Challenge members to renew commitment or acknowledge limitations.

Stress timeliness, attendance, and participation throughout each meeting;

proactive attendance monitoring; and feedback.

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| II. Review and Celebrate 2010 Accomplishments | 30 minutes |
| A. Review of 2010 Goals | |
| B. Listing of 2010 Accomplishments | Handouts: |
| <ul style="list-style-type: none">• Acknowledge wide range of accomplishments<ul style="list-style-type: none">○ Suggest/discuss addressing specific areas of significant impact for the Commission○ Identify themes or voids in the Accomplishments Listing | |
| C. Introduce Meeting Management to ensure efficiency and effectiveness in deliberations | |
| <ul style="list-style-type: none">• Best practices in meeting management strategies• Lessons learned from other commissions – Common pitfalls & mistakes• Managing Citizens Communications – Focus is on “Listening” to Citizens• Commission organizational structure – Where does HRC fit in City structure and why? | |
| III. SWOT Analysis (<i>Strengths, Weaknesses, Opportunities, & Threats</i>) | 25 minutes |
| <ul style="list-style-type: none">• What were the relative strengths or benefits the Commission provided to their Customers; what was done well; how is the Commission continuing to fill the City Council Charge?• How could the Commission have done better or been more effective; where could the Commission have done more; what elements might have been missing?• What are the trends or where could the community be leading the Commission; where could the Commission add more value; is the “customer” getting what they deserve?• What roadblocks could be ahead; what could prevent the Commission from achieving the Goals; what got in the way this year? | Handouts: |
| IV. 2011 Work Plan – Major Goals | 60 minutes |
| A. Review goal setting for 2011, specifically; | |
| <ul style="list-style-type: none">• IAOHRA conference and what each member will need to be a part of as an all inclusive group• Others? | Handouts: |
| B. Value of Goals | |
| C. Need for Goals | |
| <ul style="list-style-type: none">• What happens when there aren’t enough• What happens when there are too many• What happens if they are constructed properly | |
| D. Goals should be Specific, Measurable, Attainable, Relevant and Time-Framed | |

V. Closing.

5 minutes

ACCOMPLISHMENTS:

September 2010 Resolution – Partnership with Human Rights Commission and Commission for Women.

HRC and Judicial Task Force for Youth Class C cases.

GOALS FOR 2011

GOALS FROM 2010-2009

2010--

- IAOHRA Bid for 2011 Conference
- Affordable Housing
- Our Community's Youth Court, Youth Justice and Communities for Youth events
- Change of HRC By-Laws to include sexual orientation and gender identity
- Increase beds for Homeless Women
- Death Penalty Moratorium and Resolutions
- HRC and Commission for Women Homeless resolution

2009--

- Restart Annual Report to Council
- Expand length of meetings beyond one hour
- Be member of oversight committee
- Housing/Synergy
- Education
- Awareness Campaign
- Immigrant Issues
- Death Penalty Recommendations
- Hate Crimes
- Contractors follow EEOC Policies
- IAOHRA/NAHRW Conference

ADJOURN

The City of Austin is committed to compliance with the Americans with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon requests. Meeting locations are planned with wheelchair access. If requiring Sign Language Interpreters or alternative formats, please give notice at least 4 days before the meeting date. Please call Tony Robertson at 974-3259 Human Resources Department / Equal Employment/Fair Housing Office, for additional information; TTY users route through Relay Texas at 711.

For more information on the Human Rights Commission, please contact Yamile M. Ortiz, at 974-3250.