

## **Austin Human Rights Commission Annual Work Plan 2015**

### **Goal #1: Increase Community Awareness of and Involvement with the Human Rights Commission**

Commissioners will reach out to individuals in the community and a variety of community groups to open/continue a dialog about human rights issues facing the City of Austin, with the goals of understanding the needs better, continuing to identify specific areas suitable for the Human Rights Commission to take action on, and increasing community awareness of and participation in the work of the Commission.

#### Measures of Success

- Number of Commission actions taken as a result of issues produced from community discussions; and
- Extent of increased attendance at Commission meetings and Commission visibility in the community.

### **Goal #2: Increase Focus on Follow-Through**

Commissioners will focus on following through on our recommendations to: (1) ensure that the recommendations reach and are understood by the appropriate audiences; and (2) increase the likelihood that the recommended action is taken by the City Council or other targeted body. For each recommendation the Commission makes, a Commissioner will be assigned to this follow-through effort, and will report back to the Commission periodically on the progress of the recommendation and desired action. Progress reporting will be a routine agenda item.

#### Measure of Success:

- At least two Commission recommendations result in the recommended action.

### **Goal #3: Create a Plan for 10-1 Commission Transition and Diversity**

A sub-committee of Commissioners will draft a written plan for a smooth and successful transition to the new eleven-member Commission structure, including a proposed format for passing along current Commissioners' institutional knowledge and community contacts. During the early 2015 process of Commissioner selection by the new 10-1 City Council, the plan will also include suggestions for achieving increased diversity on the Commission.

#### Measures of Success

- A written transition plan – produced and approved by February 2015; and
- Extent of increased diversity on the Commission.

**Goal #4: Continue collaboration with the Austin Police Department and other City bodies to address human rights issues, including racism and discrimination**

Measure of Success

- At least one Commission recommendation that results in a policy change concerning racism/discrimination.

**Goal #5: Continue to address affordability issues in the City of Austin**

Measure of Success

- At least one Commission recommendation that addresses affordability issues in the City of Austin.

**Goal #6: Continue to address challenges facing people with disabilities in the City of Austin**

Measure of Success

- At least one Commission recommendation that addresses the challenges facing people with disabilities in the City of Austin.

Passed by the Human Rights Commission on January 26, 2015.