

ICMA PRESIDENT'S COLLOQUIUM

2016 ANNUAL CONFERENCE

KANSAS CITY, MISSOURI

EXAMPLES OF HUMAN RELATIONS

PROGRAMS

for

Cities and Counties





Examples of a Human Relations Program

Fayetteville Cumberland Human Relations Commission

Local Ordinance established a City/County Human Relations Commission, appointed by governing board and supported by internal staff.

Mission--"To facilitate and advocate programs, projects, and actions to ensure a better quality of life and the civil and human rights of all citizens, without regard to race, sex, religion, creed, national origin, age, familial status, or disability."

Composition-- The Human Relations Commission is an 18-member body appointed by the Mayor and City Council (11 city residents) the County Commission (4 county residents) and three military ex-officio (1 civilian and 2 uniform) appointees from Ft. Bragg/Pope AAF. The Human Relations Commission provides the City Council and County Commissioners with advice on improving human relationships and encourages harmony among racial and ethnic groups.

Programs—Equal Opportunity and Unfair Treatment Investigations; Fair Housing and Landlord/Tenant complaints; Community Unity; Human Relations and Sensitivity Training; Dispute Mediation; Workplace Training; Limited English Proficiency; American with Disabilities; Martin Luther King, Jr. Scholarship

[www.fayettevillenc.gov/human relations](http://www.fayettevillenc.gov/human%20relations)



Examples of a Human Relations Program

Orange County, CA Human Relations Council

The Orange County, CA Human Relations Council is a private, non-profit

501(c)3 organization founded in 1991 for the purpose of developing and implementing proactive human relations programs in partnership with schools, corporations, cities, foundations and individuals. The Council provides an award-winning inter-group and violence prevention program in the schools, and conflict resolution programs and inter-group relations initiatives in the communities all over Orange County. Supported through grants, donations, fees and contracts. The Council is governed by a Board of Directors consisting of diverse community leaders and guided by a Community Partners Advisory Board that is comprised of executives from major corporations and institutions.

Mission—*“To foster mutual understanding among residents and eliminate prejudice, intolerance and discrimination in order to make Orange county a better place for ALL people to live, work and do business.”*

Programs

- Human Relations Awards
- Community Building
- Hate Crime Prevention
- Training (Mediation, 40 hour Divorce Mediation Training)
- Bridges School Program
- Dispute Resolution
- Police Community Relations

www.ochumanrelations.org



The National Association of Human Rights Workers

**Promoting Diversity, Equity, and
Inclusion for All Since 1947**



The National Association of Human Rights Workers

- The National Association of Human Rights Workers (NAHRW) was organized in 1947 to advance the science of intergroup relations and to facilitate the exchange of ideas and information among individuals and organizations devoted to combating racial, ethnic, religious, gender and other forms of discrimination.
- NAHRW is made up of professional staff workers and members of governing boards of human rights agencies and commissions; teachers of intergroup relations at colleges and universities; and other individuals who share a commitment to justice and human dignity.



The National Association of Human Rights Workers

- A majority of NAHRW's members belong to human relations departments and agencies at the state and local government level.
- Professionals assigned to those departments/ agencies advised and work with elected/appointed officials, and leaders in the public, private, non-profit and higher education sectors as well as the community involving diversity, inclusion, equity of treatment and quality of life issues for all residents.



The National Association of Human Rights Workers

- NAHRW administers in the collection, compilation and dissemination of information and research among organizations and individuals engaged in the improvement of intergroup relations; to advance generally the science, process and art of intergroup relations and to improve the standards of work in that field, advancing technical and professional knowledge, standards and practices.



The National Association of Human Rights Workers

Legislative Action

- An advocate for diversity, inclusion and equity, NAHRW has been active at the U.S. Congressional level for decades.
- In collaboration with the Leadership Coalition for Civil and Human Rights, NAHRW has supported legislation that protected the rights of all including, but not limited to, immigration, education, judicial actions, fair employment and housing, LGBTQ issues, and public safety.



The National Association of Human Rights Workers

Consulting/Advising

- NAHRW can advise/consult and/or tailor training in support of state and local governments to meet their organizational and constituent needs.
- Subjects include, but are not limited to, Management/Executive Decision Making, Policy Development, Diversity / Equity/Inclusion, Controversial Issues / Prejudice Reduction, Mediation /Conflict Resolution, Coalition Building, Media and Politics, Historically Underutilized Business Enterprises, Police / Community Relations, and Youth and Violence



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