

## Human Relations Commissions Benchmark Data

City	Diversity Council/Commission	Summary – Report and Authority	Staffing or Members	Events	Funding	Community Complaints	Strategy
Chandler	Human Relations Commission	<p><b>Human Relations Commission:</b> The Commission acts as an advisory board to the City Council by recommending ways to encourage mutual respect and understanding among the many groups of people who live, work and spend time within the community.</p> <p>The eleven members broadly represent the diverse demographics of the community. The Commission makes recommendations to discourage all manner and manifestation of discriminatory practices and assist the City Council and City departments on ways in which people from different racial, cultural or religious backgrounds can be made to feel at home within the Chandler Community.</p> <p>The Commission act as an advisory group and they participate in fund raising &amp; grant administration.</p> <p>Reports to the Community Resources &amp; Diversity Manager.</p>	<p>11 members (3 yr. term); must be a resident of the City.</p> <p>The term of each member shall be for three (3) years, and each member shall serve until his/her successor is appointed and qualified. Any vacancy in office during the term shall be filled by the Mayor with approval of the Council for the unexpired term.</p>	<p>The Commission sponsors the following:</p> <ul style="list-style-type: none"> <li>• Celebration of Unity Luncheon</li> <li>• Multi-Cultural Festival</li> <li>• Volunteer Recognition Breakfast</li> </ul>	<p>There is a small budget that is designated within the Neighborhood Resources Division and is administered by the Diversity office.</p>	<p>No. Function more like an advisory group and will provide input on some decisions.</p>	<p>They function with pro-active approach.</p>
Gilbert	Human Relations Commission	<p>Human relations are the ways we interrelate, by respecting one another, valuing strengths and differences. The Gilbert Town Council has established the human relations commission to advise the council on these values. The Human Relations Commission will serve in an advisory role to the Council on human relations and diversity- related issues; will champion policies, programs, services, events, which affect human relations and cultural diversity; communicate accurate and respectful information in order to educate the community on the Town's rich cultural heritage, and promote equality and unity.</p> <p><b>The commission shall have the following powers</b></p>	<p>Council Liaison Staff Liaison</p>	<p>The Commission no longer sponsors events, but they may participate by having a booth.</p>	<p>\$2,550 annually for the taking of minutes and other expenses.</p>	<p>The commission does not address complaints.</p>	<p>The Commission's focus is on education and awareness.</p>

		<p><b>and duties:</b></p> <ol style="list-style-type: none"><li>1.Serve in an advisory role to the council on human relations and diversity-related issues;</li><li>2.Serve as a resource and an advocate on behalf of the community on human relations and cultural diversity issues;</li><li>3.Review, suggest and champion policies, programs, services, and events, which affect human relations and cultural diversity; by consciously and consistently seeking to serve all residents;</li><li>4.Build purposeful relationships with residents, the outlying community, council, town leadership and a wide range of local, state, national and international groups, agencies and organizations to respect diversity and promote unity in the town;</li><li>5.Communicate accurate and respectful information in order to educate the community of the town's rich cultural heritage and diversity;</li><li>6.Provide support/vision to the staff to promote the cultural initiatives and events as identified by the commission and approved by the council;</li><li>7.Identify opportunities to increase the awareness of cultural diversity between citizens by establishing ongoing dialogue and interaction to promote respect for diversity among all citizens within the town;</li><li>8.Identify and collaborate with groups and organizations that can provide cultural activities and enrichment to the town;</li><li>9.Respond to community human relations and cultural diversity issues in a timely manner and with sensitivity and compassion;</li><li>10.Remain informed, open and responsive to opportunities that promote inclusion, equality, and unity within the town's strategic plan through council, town leadership and other commissions;</li><li>11.Encourage private funding for human relations efforts; and</li><li>12. Perform other duties as may be directed by the council from time to time.</li></ol> <p>The Commission reports to the City Council.</p>					
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<b>Phoenix</b>	Human Relations Commission  <b>Reporting and Authority:</b>	<p>The mission of the Phoenix Human Relations Commission is to promote respect and understanding among all groups by eliminating discrimination throughout the city. The Phoenix Human Relations Commission is made up of 17 volunteer citizens appointed by the mayor and City Council. Members serve (3) three year terms. It advises the City Council on human relations issues and assists in implementing the city's policy against discrimination. The commission operates or supports various programs designed to promote positive intergroup relations.</p> <p>The Commission reports to the Equal Opportunity Department Director</p>	Equal Opportunity Department Staff	<p>The Commission hosts the following events:</p> <ul style="list-style-type: none"> <li>• Martin Luther King Awards Program</li> <li>• Faces of Diversity Brown Bag Series (program is currently inactive)</li> <li>• Community Forums on Race Relations</li> <li>• Relations Unity Walk</li> </ul>	Corporate sponsorships.	No Response	The Commission advises the City Council on human relations issues and assists in implementing the city's policy against discrimination. The commission operates or supports programs designed to promote positive intergroup relations.
<b>Mesa</b>		<p>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. Members are appointed for staggered terms of three years and represent the City's diverse population.</p> <p>The Commission provided recommendations to the Mayor and Council.</p> <p>The Commission reports to the Mayor and Council.</p>	Staff Liaison - Diversity & Neighborhood Outreach Administrator	HRAB sponsors the Mesa Diversity Film Series, attends Regional Unity Walk, Pride parade, Mesa Martin Luther King, Jr. parade, festival and awards dinner, and also various presentations throughout the year, most recently a discussion on mental health.	Not funded.	No, however concerns can be addressed at board meetings by contacting the Diversity Office.	
<b>Scottsdale</b>	Human Relations Commission	The Scottsdale Human Relations Commission will advocate and promote all dimensions of diversity. The commission will act as an advisory body to the mayor, city council and staff and to make recommendations on ways to encourage mutual respect and understanding among people, to discourage prejudice and discrimination, and to work	Staff Representative Staff Coordinator, Office of Diversity	The Human Relations Commission hosts several community education/Civil Dialogue events that are free and open to the public. 2014: The Commission	The Human Relations Commission is a voluntary appointment, however, the city's Office of Diversity and Inclusion budget allows for some expenditures, e.g. stipends for speakers,	No they do not, however, public comments can be made or citizens can email HRC members with concerns, ideas and even complaints, though, they do not have any authority	The activities planned are based upon the purpose. Activities this year will focus on interfaith dialogue, for example, during our next Civil Dialogue. There is no specific plan of action that they have

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		<p>towards cultural awareness and unity. The commission may also make recommendations as to special events which will further its purpose.</p> <p>The Commission is made up of 7 members appointed members serving a 2 year term.</p> <p>The Commission reports to the City Council.</p>		<p>hosted 4 Civil Dialogues. 2015: The Commission the Fall Civil Dialogue which included international speaker, Jo Berry, and a post-film conversation after viewing “Beyond Right and Wrong: Stories of Justice and Forgiveness”</p>	<p>printing costs for HRC activities, line-item for business meeting refreshments, e.g. for the annual Regional HRC meeting, printing costs for HRC activities.</p>	<p>to take action. It would be referred to the staff liaison, Office of Diversity and inclusion.</p>	<p>created, though they are considering this.</p>
<b>Tempe</b>	Human Relations Commission	<p>The Human Relations Commission advises the Mayor and City Council and assists City departments in promoting mutual understanding and respect among the many groups of people who live, work and spend time in our community; on ways to eliminate prejudice and discrimination; on ways in which people from different cultural backgrounds can be made to feel at home in the community; and on ways in which information on human relations topics can be disseminated, including conducting surveys and studies, convening forums, seminars and workshops, and sponsoring special event and award recognitions. The Human Relations Commission is composed of eleven (11) members who are Tempe residents. Terms are for three years. (City Code, Chapter 2, Article V, Division 6)</p> <p>The Commission serves in an advisory role and provides recommendations to mayor and council.</p> <p>The Commission reports to the Mayor and Council.</p>	Staff Liaison - Diversity Director	<p>The Commission hosts the following events:</p> <ul style="list-style-type: none"> <li>• The Martin Luther King Diversity Awards</li> <li>• Challenge Day inclusion program with the Tempe High Schools</li> </ul>	<p>Ordinance outlined by Mayor and Council. Can be found online.</p>	<p>The Commission does not handle complaints. The Diversity Office handles external complaints.</p>	Not provided