

Community Relations Assessment Committee

Summary of Existing Programs and Community Strategic Plans

Prepared for October 2, 2019 Meeting

DOCUMENTS PROVIDED

- Equal UA overview
- Upper Arlington Schools 2019-2022 Strategic Plan
- Upper Arlington Public Library Strategic Planning Discovery Summary
- Decatur, GA “Better Together” Community Action Plan
- County of Marin 5-Year Business Plan 2015-2020 (see pages 12 & 13)

OTHER UPPER ARLINGTON ENTITIES

Network UA

Informal monthly lunchtime gathering of representatives from various public entities, civic groups and non-profits. This includes the City, Library, Civic Association, Historical Society, UA Schools, Wellington School, Commission on Aging, Tri-Village Chamber, UA Rotary, Northwest Kiwanis, UA Education Foundation, UA Community Foundation, Leadership UA, The Stand Project, Syntero, etc. Each entity provides an update on programs and events, oftentimes leading to new ideas and partnership projects.

The Stand Project

Community coalition formed to focus on the prevention of substance abuse and committed to being a resource for students and families to easily find information, help and support. The Steering Committee includes representatives from UA Schools, UA Police and community members.

The Stand Projects’ vision is for Upper Arlington to be a place where:

- Everyone in our community – parents, youth, friends, neighbors, teachers, coaches, schools, churches, businesses and community leaders – is committed to standing up for the health and well-being of our young people. Where all are working together to help them become responsible, productive and passionate adults.
- Preventing substance abuse is a priority.
- Help and support are readily available.

The Stand Project is committed to:

- Fostering a culture where the prevention of substance abuse is a priority.
- Supporting those who choose to stand for a healthy lifestyle free of drugs and alcohol.
- Helping youth, families and caregivers concerned about substance abuse.
- Providing the UA community resources for education, information and inspiration.

OHIO COMMUNITIES

Athens

The City of Athens Community Relations Commission is comprised of nine members, appointed by City Council for a three-year term (no term limits). Commission was established to create and maintain community harmony through the avoidance, reduction of intergroup tensions, and to promote goodwill, and to ensure equal treatment and opportunity of all residents. Its focus is on discrimination on the basis of race, creed, color, sex and sexual orientation, gender identity of expression, national origin, marital status, religious belief, age, or ability.

Columbus

The City of Columbus' Community Relations Commission's purpose is to recommend ways to eliminate discrimination, past and present, through initiating and improving city programs. It is made up of nine commissioners without term limits. The Commission completes its mission through three main pillars:

- New American Initiative
- Discrimination complaint investigation
- Diversity education and training

The New American Initiative helps immigrants and refugees become assimilate into the city and improve their lives. The CRC can investigate mediate, and conduct hearings on complaints of discrimination with the help of the City Attorney. Discrimination in the cases of employment, housing, and public accommodation on the basis of race, color, religion, national origin, sex or sexual orientation, age, disability, pregnancy, familial status, and gender identity or expression will be prosecuted. Diversity education and training in cultural diversity and awareness is provided in a customized way to government, organizations, non-profits, corporations and universities upon request.

Lakewood

The Lakewood Community Relations Advisory Commission was created in 2005 to advise the City on issues of respect for diversity, bonds of mutuality, and equity. The Commission is composed of 13 members (serving three-year terms) who broadly represent the community, and typically include: members of the board of education, chamber of commerce, and ministerial association. City Council appoints seven members, the Mayor appoints six. The Commission makes recommendations to city officials on matters relating to community relations and the educational and informational needs.

Worthington

Worthington's Community Relations Commission is focused on promoting an atmosphere of mutual understanding and cooperation in the community. The nine-member commission advises City Council on community issues in order to ensure fair and equal treatment of all person. The CRC sponsors such community programs as:

- ***Good Neighbor Award*** – awarded annually to a resident who makes the city a more inviting and inclusive place to live.

- ***Neighborhood Grant Program*** – grants of up to \$500 dollars for residents who are working to build strong neighborhoods through events and activities that promote tolerance diversity, and inclusiveness.
- ***MLK Community Celebration***

EXAMPLES IN U.S.

Brookline, MA

The Commission for Diversity Inclusion & Community Relations focuses on building a welcoming environment by encouraging cooperation, tolerance, and respect among and by all persons who come in contact with the town. The commission accomplishes this mission through promoting and advocating for human and civil rights through education, awareness, outreach and advocacy. The commission is comprised of 15 members, including school officials, city officials, and police liaisons. The commission develops various community activities including education programs, youth programs and cultural events. It also serves to resolve and monitor discrimination claims and provide consultation to aggrieved parties.

Cedar Rapids, Iowa

The Cedar Rapids Civil Rights Commission is an Administrative Law Agency. Its mission is to make sure that all citizens are free from discrimination on the basis of age, color, disability, familial status, gender identity, marital status, national origin, race, religion, sex or sexual orientation. Activities include:

- Education and outreach to the community on civil rights and fair housing issues
- Receiving discrimination complaints
- Determining jurisdiction of alleged discrimination
- Helping to process, investigate, mediate, and resolve complaints including hearings if necessary.

Davenport, Iowa

The Civil Rights Commission's main focus is to eliminate discrimination of all kind in the areas of employment, housing, public accommodation, education and credit. The Commission:

- Investigates discrimination complaints
- Educates the community on civil rights laws
- Recommends legislation for city ordinances