
MEMORANDUM

DATE: November 17, 2009

TO: Council Members

FROM: Amber McClellan
Council Staff Assistant

SUBJECT: Human Rights Commission

BOARD STRUCTURE:

The Human Rights Commission focuses on eliminating discrimination in Salt Lake City to better enhance the general welfare of the city's residents by strengthening the vitality of diverse neighborhoods and businesses.

The Human Rights Commission is an advisory board comprised of nine members. Seven members represent each Council District, while two additional members from the community represent diversity. Each member is appointed by the Mayor, with the advice and consent of the Salt Lake City Council.

Council policy states that individuals should be appointed to only two consecutive terms or eight years, whichever is greater.

CURRENT COMPOSITION:

Rebecca Hall, District Two
Walter Jones, District Three
Esperanza Granados, District Five
Jennifer Mayer-Glenn, District Five (Chair)
T. Christopher Wharton, District Five
Susan J. Wurtzburg, District Six
Jonathan M. Jepsen, District Seven

cc: Cindy Gust-Jenson, Yolanda Francisco-Nez, David Everitt, Matt Lyon, Holly Hilton, Mayors Liaisons, and City Council Liaisons

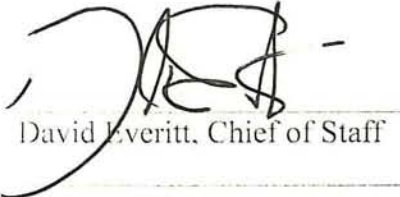


RALPH BECKER
MAYOR

SALT LAKE CITY CORPORATION

OFFICE OF THE MAYOR

CITY COUNCIL TRANSMITTAL


David Everitt, Chief of Staff

Date Received: 11/10/2009
Date sent to Council: 11/10/2009

TO: Salt Lake City Council
Carlton Christensen, Chair

DATE: November 9, 2009

FROM: Yolanda Francisco-Nez,
Office of Diversity and Human Rights (ODHR); and
The Human Rights Commission (HRC)

SUBJECT: 1. 2008 Salt Lake City Office of Diversity & Human Rights Annual Report
2. 2008 Human Rights Commission Annual Report to the Mayor and the City Council
3. 2009-2013 Office of Diversity & Human Rights Strategic Plan

STAFF CONTACT: Yolanda Francisco-Nez, Coordinator, Office of Diversity and Human Rights (x7734)

DOCUMENT TYPE: Briefing

RECOMMENDATION: No action needed, for briefing purposes only

BUDGET IMPACT: Not applicable

BACKGROUND/DISCUSSION:

Exhibit A contains the 2008 Salt Lake City Office of Diversity & Human Rights and Human Rights Commission Annual Report. Exhibit B contains the 2009-2013 Office of Diversity & Human Rights Strategic Plan.

2009-2013 ODHR Strategic Plan

In February 2008, the Office of Diversity and Human Rights ("Office") initiated the development of a five-year strategic plan. Guiding documents included Mayor Becker's Universal Human Rights Initiatives, the Strengths, Weaknesses, Opportunities, Threats and Trends ("SWOTT") report, the Universal Declaration of Human Rights, and the 2008 Diversity and Human Rights Survey.

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In July 2009, Mayor Ralph Becker approved the ODHR Strategic Plan, and the Salt Lake City Human Rights Commission gave their formal approval on September 3, 2009.

The Strategic Plan contains five broad goals for the Office:

1. Salt Lake City will lead the State of Utah in the recognition and promotion of legal rights for all residents;
2. Salt Lake City will be among the most diverse, welcoming and dynamic cities in the nation;
3. The Salt Lake City Mayor's Office will represent the interests of Salt Lake City's diverse populations;
4. The Office will collaborate with community partners to combat discrimination; and
5. The Office will develop the resources it needs to implement this plan.

2008 Office of Diversity and Human Rights and Human Rights Commission Annual Reports

These reports document a remarkable year in which the Office has strengthened and marshaled resources to face the challenges and opportunities of the coming years. 2008 was a time to strengthen and redirect the Commission back to its mandate. The Human Rights Commission brings valued expertise and a voice that has helped the Office navigate through difficult issues and inform stakeholders about the importance of equality and diversity. Commissioners heard firsthand about the practice of discrimination in our community through the Dialogue on Discrimination Series, during which they displayed skilled leadership and genuine concern for the welfare of the City, its neighborhoods, and the people who live here.

This report contains information on the Office's history, budget, achievements, outreach efforts, leadership, and a discussion of its future. Included in the Human Rights Commission Annual Report is a synopsis of its activities conducted in 2008.

PUBLIC PROCESS:

2009-2013 Office of Diversity and Human Rights Strategic Plan

In February 2008, ODHR convened a Business Planning Committee to assist in the development of a strategic plan. The following participated on this Committee: City employees from economic development, city council, management services, members of the Human Rights Commission, representatives from the Salt Lake City School District, University of Utah Office of Diversity and Equity, American Civil Liberties Union, Utah Native American Chamber of Commerce, Utah Latin American Chamber of Commerce, Utah Asian Chamber of Commerce, and the National Center for Community and Justice's Inclusion Center. Subcommittees were formed in operations, management & organization, finance, and marketing.

2008 Office of Diversity and Human Rights and Human Rights Commission Annual Report

The 2008 Office of Diversity and Human Rights Annual Report was compiled by Yolanda Francisco-Nez and Human Rights Commission Annual Report section was compiled by Human Rights Commissioner Chair Jennifer Mayer-Glenn and a public process was not applicable.

SALT LAKE CITY
OFFICE OF DIVERSITY & HUMAN RIGHTS
AND
HUMAN RIGHTS COMMISSION
ANNUAL REPORT
2008

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TABLE OF CONTENTS

Message from Mayor	1
Message from ODHR Coordinator	2
Introduction	3
Historical Perspective	3
Overview, Values.....	3,4
Executive Staff.....	4
2008 Calendar Year Funding	5
Significant Achievements	5
Mutual Commitment Registry	5
In The News.....	5-8
Outreach	8
Diversity and Human Rights Survey	8, 9
Diverse Business Day at the Legislature	9
Leadership Utah Scholarship	9,10
Dialogue on Discrimination Series	10,11
60 th Anniversary of the Universal Declaration of Human Rights.....	11,12
The Disability Community	12-14
Community Partners	14
ODHR Publications	14
Diversity and Human Rights Survey Report	14
ODHR Newsletter.....	14, 15
Boards and Commissions Recruitment brochure.....	15
Leadership	15
Training.....	15,16
Conferences	16,17
Speeches.....	17
Federal Funding	17
Future	18
Human Rights Commission Annual Report	19-22
Message from the Chair of the Human Rights Commission	19
Human Rights Commission	20,21
Activities.....	21,22

Message from the Mayor

Dear Neighbors:

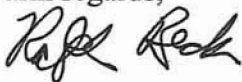
Salt Lake City is a richly diverse and progressive city. Individuals from around the world continue to make their home in Utah's capital city. This is a place of refuge for those seeking a better quality of life; many find great comfort in the support they receive from the compassionate service of others. The expectation of equal opportunity and economic viability provides hope for those who reside in our city. This is what makes a Great American City and is the reason why we work so hard to protect the rights of all our residents. When discrimination appears, the spirit of unity and inclusion is obstructed.

The Office of Diversity and Human Rights and the Human Rights Commission play an integral role in conducting educational outreach efforts throughout the City. While neither has enforcement authority, each works vigorously to educate the public on issues of discrimination and equal rights. The Office and the Commission have outlined policy priorities that will be achieved in the next three years, including human rights legislation, and continue to be a strong voice for encouraging diversity, tolerance and respect at all times for people in our community without regard to religion, race, color, sexual orientation, veteran status, gender identity, national origin, familial status, or disability. The focus of each entity is to create a city where every person who lives, works, and recreates in Salt Lake City has equal rights.

When I came into office, I appointed Yolanda Francisco-Nez to head our diversity and human rights efforts. She and the Commission have strengthened their efforts through a coordinated business approach. This important work brings awareness and education specifically to our underserved and underrepresented populations.

Our community is large and diverse and our responsibility is to see how we can best take care of the people who call this incredible community home. I believe as you review the work of 2008 you will be confident about the future of diversity and human rights in Salt Lake City.

Warm regards,



Ralph Becker
Mayor

Message from the Coordinator

The 2008 Office of Diversity and Human Rights Annual Report authenticates a remarkable year in which the Office has strengthened and marshaled the resources to face the challenges and opportunities that lie ahead.

I look back with pride and satisfaction at my first year as coordinator and all that was accomplished. The significant expansion of my responsibilities challenged my creativity and prompted me to develop a strategic framework that will help the Office address the many diverse community needs. Identifying and analyzing human rights and equity issues that confront Salt Lake City and offering innovative policy solutions to the Salt Lake City administration has been central in advancing our end goal: to achieve a world where all human beings enjoy freedom, justice, and equality.

Since the creation and installment of the Human Rights Commission in 2005, I have seen exponential growth. The year 2008 was a time to strengthen and redirect the Commission back to its mandate. It is gratifying to witness the vitality of this Human Rights Commission, especially considering the expectations presented by a new administrator and administration. Each member of the Commission brings valued expertise and a voice that has helped the Office navigate through difficult issues and inform stakeholders about the importance of equality. Commissioners heard firsthand about the practice of discrimination in our community through the Dialogue on Discrimination Series, during which they displayed skilled leadership and genuine concern for the welfare of the City, its neighborhoods, and the people who live here.

I hope that as you read this inaugural edition of the ODHR Annual Report, you will agree that our operating philosophy is productive, our expectations are reasonable and that our approach is professional.

Best,



Yolanda Francisco-Nez
ODHR Coordinator

Introduction

Historical Perspective

The Salt Lake City Office of Minority Affairs was formalized under Mayor Deedee Corradini. While Mayor Palmer DePaulis had utilized staff member Pete Suazo to advise him on minority issues, Mayor Corradini was the first elected official to appoint a full-time staff member dedicated to working with racial and ethnic minority groups. Former Mayor Ross C. Anderson enthusiastically continued these efforts during his administration.

Under the general direction of then Mayor Corradini and supervision of the Mayor's Chief of Staff, an administrator of minority affairs in the Mayor's Office was hired to provide outreach to all minority and ethnic groups in Salt Lake City. The primary focus of the office in its original inception was to provide an appointed staff person responsible for working directly with ethnic minority populations and serving as a liaison between city government and city residents. Outreach included assisting groups or individuals in dealing with city departments, housing agencies, and other private and public agencies. Specifically, the administrator encouraged minority and ethnic groups to become involved in their communities through community councils and boards and commissions, and identified and addressed issues of importance to minority and ethnic groups within the City. Populations served were Asian, African American, Hispanic/Latino, Native American, and Pacific Islander. In 2007, these populations grew to include refugees, women, members of various religions, and persons with diverse lifestyles.

In 2005, under the City Council leadership of Eric Jergensen and Jill Remington Love, the Salt Lake City Human Rights Commission was formed through an ordinance stating that "in developing this chapter (Chapter 2.78), the Salt Lake City Council has investigated other urban centers throughout the nation and studied the effectiveness of commissions empowered to study issues of diversity, to work with city government and the community, to eliminate potential discrimination in existing and future ordinances and policies, and to encourage and educate its citizenry to facilitate full and equal participation in the life of the city."

In 2008, under the leadership of newly elected Mayor Ralph Becker, a coordinator was hired to direct the newly named Office of Diversity and Human Rights (ODHR). The focus of the office was expanded to include human rights issues in Salt Lake City and tasked with working more closely with the Salt Lake City Human Rights Commission. Current focus populations include ethnic minorities, refugees, immigrants, the gay, lesbian, bisexual, and transsexual (GLBT) population, and faith-based communities. The outreach initiative of the office has expanded to target these populations as well.

Overview

Guiding the advancement of diversity and human rights practices in the United States are 15 legislative acts, including the following:

Amendment XIII to the Constitution, Title VI
Amendment to the Constitution, Title VII

Amendment to the Constitution, Title IX
Equal Opportunity Committee, Americans with Disabilities Act (ADA)
Equal Employment Opportunity Commission, Age Discrimination in Employment
Civil Rights Act of 1964, Pregnancy Discrimination
Affirmative Action, Family and Medical Leave Act (FMLA)
Civil Rights Amendment 1991

Additional supporting documents include The United States Constitution, The Bill of Rights and The Universal Declaration of Human Rights.

Values:

The values embraced by the Office of Diversity and Human Rights are instilled in our programming, our relationships with our residents, and colleagues. We embody our values in the way we lead and through the example and support of Mayor Ralph Becker. We believe every resident of Salt Lake City deserves to be appreciated and celebrated for the contribution he or she makes to Salt Lake City, and we believe that such celebration should be exemplified in the daily operations of the Salt Lake City Corporation, and the way we impact the community through our programming and outreach efforts.

- > All people are equal and deserve to be treated equally in the eyes of the law and their fellow residents.
- > We practice tolerance and respect towards each other and our fellow citizens.
- > We encourage and celebrate Salt Lake City's diverse communities.
- > We will promote the rights of disenfranchised individuals through sustainable policy and advocacy efforts.

Executive Staff

Yolanda Francisco-Nez is the Coordinator for the Office of Diversity and Human Rights. Francisco-Nez served in the Anderson administration beginning in 2000 in various capacities, including the internship program coordinator. Prior to that, Francisco-Nez's background included Vice-President of Cal Nez Design for 14 years and President and Advisor to the Native American Celebration in the Park. She also served as chair of the Indian Education Parent Committee in Jordan School District and is the founder of the nationwide Native American Women's Book Club. She earned certification to conduct antidiscrimination training from the University of British Columbia, Anti-discrimination Response Training (A.R.T.). She is a member of the Society for Human Resources Management, the International Association of Official Human Rights Agencies, and the National Association of Human Rights Workers. She serves on the Governor's State Charter School Board. She has a Bachelor of Science Degree in Business Management.

2008 Calendar Year Funding

Funding for The Office of Diversity and Human Rights comes primarily from the principal fund for normal activities through City property taxes, sales and use taxes, franchise taxes, licenses and permits and through private sponsorships secured by the Coordinator.

General Fund	13,286.79
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SPONSORSHIP

Division of Human Resources	700.00
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Equality Utah	500.00
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The Obert and Grace Tanner Humanities Center	500.00
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Tanner Center for Nonviolent Human Rights Advocacy	300.00
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TOTAL	15,286.79
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SIGNIFICANT ACHIEVEMENTS

The Mutual Commitment Registry, One Year Later

On April 8, 2008 Mayor Ralph Becker and the Salt Lake City Council created a Mutual Commitment Registry. The Registry creates a way for Salt Lake City to recognize relationships of mutual commitment, support and caring. It forwards the City's interest in providing fair and reasonable health care and other benefits. The Registry is a tool for employers to use, voluntarily, to determine eligibility for benefits from their company. It allows registered Salt Lake City residents health care visitation rights to Salt Lake City health care facilities and it allows registered individuals access to all facilities owned and operated by the City, such as recreation facilities, in the same manner as that of a spouse or children.

As of December 2008, the Salt Lake City Recorder's Office has registered 43 couples who share a primary residence in Salt Lake City and rely on one another as dependents. These residents are elderly, people with adult dependent children, heterosexual couples and same-sex couples. Salt Lake City should promote the registry vigorously with the media, local businesses and agencies located in the City to provide fair and reasonable health care and other benefits for registered couples.

IN THE NEWS

Becker presses for rights and respect, Jared Page, *Deseret News*, December 11, 2008

Mayor Ralph Becker is calling on Salt Lake City residents to recommit themselves to recognizing and promoting respect for the rights and freedoms of all people.

Becker issued a proclamation Wednesday to mark the 60th anniversary of the Universal Declaration of Human Rights, adopted by the General Assembly of the United Nations on Dec. 10, 1948.

In its 30 articles, the historic declaration decries discrimination of any person while asserting fundamental rights and freedoms.

"Let us reflect on the Universal Declaration of Human Rights which holds the promise of greater liberty in the lives of all inhabitants of our city," Becker said during a press conference at the Salt Lake City-County Building. "Let us recommit ourselves, as individuals, to the realization of these rights."

In addition to the proclamation, Becker signed a poster containing the full text of the Universal Declaration of Human Rights. The poster will remain on the second floor of the City-County Building throughout December for Salt Lake residents to sign and pledge their commitment to honoring basic human rights.

"We in Salt Lake City are devoted to elevating and protecting human rights for all Salt Lake City residents," Becker said. "This is a great acknowledgment today of the commitment we have to justice and equality for all populations in every part of the community in Salt Lake City."

The Universal Declaration of Human Rights is available at www.un.org/Overview/rights.html.

Mayor Becker Signs Proclamation Honoring the Universal Declaration of Human Rights, Faroe Robinson, (KCPW News), December 11, 2008

(KCPW News) Salt Lake City Mayor Ralph Becker signed a proclamation honoring the Universal Declaration of Human Rights yesterday, the 60th anniversary of its endorsement by the United Nations. He says the gesture re-commits Salt Lake City to improving human rights.

"A part of this is to really observe and to emphasize justice for everyone in our community, but part of it as well I think is to be promoting, having an ongoing dialogue as we are doing on non-discrimination, on having a day where we're acknowledging the 60th anniversary of the Universal Declaration on Human Rights, they are all ways to try to keep it the forefront of our attention," Becker said.

Becker says Salt Lake City itself has always been sensitive to human rights, but hopes its residents can be more attentive to the rights of others. He says the city's Dialogues on Discrimination series has helped to address problems and identify solutions.

"I think first of all it starts with justice, and that everyone be given equal justice under the law. I think there are too many people who feel the law is not there to protect them, who feel that they have suffered from discrimination," Becker said.

Human rights activists and members of the public commemorated the anniversary by signing a large copy of the Universal Declaration of Human Rights as well. Residents are encouraged to sign the poster, which is on display at the City and County Building.

Interfaith service stresses the equal worth of all people, Carrie A. Moore, *Deseret News*, November 24, 2008

The goodness of God — in whatever form or theology — is that all people are of equal worth, despite the spectrum of their differences.

That was the central message among many at the 19th annual Interfaith Thanksgiving Service held Sunday at the Salt Lake Masonic Temple, featuring remarks by Buddhist, Episcopal, American Indian, Latter-day Saint, Jewish, Greek Orthodox, Muslim and Catholic leaders.

Sponsored by the Inclusion Center for Community and Justice, the hourlong service was held in the temple's auditorium, where members of the Urgyen Samten Ling Gonpa Tibetan Buddhist Temple offered the invocation through chants and bell-ringing.

Yolanda Franisco(Francisco)-Nez, a Navajo and representative of the state Office of Diversity and Human Rights, reminded a few hundred participants that "all good comes from Diiyin (God), not Christopher (Columbus)," as she shared the story of her grandfather.

Vincent Yazza was 5 years old when his long hair was cut, he was given an English surname and uniform, and shipped off to boarding school for nine months a year until he was 24. He learned the importance of balance in his life early on, and became strong physically, mentally and spiritually, she said.

As a young married man, he had two children when he decided America needed his help during World War II. He rode a horse from Arizona to California to join the Marines, where he became one of the famed "code talkers" who helped win the war for a nation where many of his people were not yet allowed to vote.

He taught his granddaughter three specific lessons as he lived in a hogan at Fort Defiance — the final location for thousands of American Indians in the Southwestern U.S. who were rounded up by the government for the "long march" in the 19th century and herded like cattle to a place no one wanted. Hundreds died along the way.

He taught her that:

- All people must acknowledge the power of the Holy One and the love of Diiyin for all. "An inclusive environment is not only beneficial to society, but the worth of every individual" is vital to it.
- She must be the change she hoped to see in the world.
- Separate can never be equal. "He would say that we are all connected," she remembered. "Thanksgiving was his favorite time of year. We didn't discuss Columbus, but gratitude and balance."

The Rev. Robin James of the Episcopal Church of St. Mark urged the audience to embrace "radical inclusivity" and work to "break down the barriers that divide us."

Elder M. Russell Ballard of the LDS Church's Quorum of the Twelve said there is nothing individuals can't deal with in their lives if they love and have faith in God. "We have great interest and concern for all our Heavenly Father's children, wherever we find them."

Rabbi Tracee Rosen of Congregation Kol Ami said as economic challenges and fear are a daily staple for many, "It's our obligation to look at our situation honestly and look at life with reality in mind and still find a way to be able to count our blessings on a daily basis."

Abraham Lincoln was able to see past the immediate strife and tragedy of the Civil War in order to issue a proclamation in 1863, setting aside a national day of thanksgiving, said the Rev. Michael Kouremetis of Prophet Elias Greek Orthodox Church. He added that personal ego can be characterized as an acronym, "ease God out," unless individuals get a handle on it.

The Rev. Matthew Wixted of the Catholic Diocese of Salt Lake City said as a chaplain at Holy Cross Hospital for 20 years, what struck him as most important was "the value and the dignity of every person," including one young man who had been estranged from his family, yet through depending on God was able to reunite with them just hours before his death.

Imam Muhammed Meta of the Islamic Society of Greater Salt Lake said there is much more unity in basic principles among the world's various faiths than there is difference. "Each and every religion commands its members to be charitable, kind, to be not abusive, to reach out with kindness and compassion and love."

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OUTREACH

Diversity and Human Rights Survey

A Diversity and Human Rights Survey was conducted with the aim of reaching out to diverse groups in Salt Lake City and receiving input from a wide range of constituents.

To develop objectives tailored to the needs of specific populations, ODHR required meaningful feedback from those populations. The Office felt it was critical to know the personal experiences of members of diverse groups and what expectations they have for city government.

In partnership with Westminster College and under the direction of Jennifer Simonds, Ph.D., and intern Gloria Castaneda, the survey was created and made available in five languages online and in hard copy.

Summary of the results include the following:

- Highest agreement was found for freedom of religion at home and feeling welcome to participate in Salt Lake City events.
- Lowest agreement was found for feeling that the Salt Lake City community is educated in cultural and religious norms and for feeling that public education (K-12) assists in cultural and religious understanding. The largest differences among and between groups was found in responses to these questions as well.
- The largest group differences for multiple questions were found among respondents of specific racial groups.
- Another large difference was found among respondents of different sexual orientations for the question relating to protection from discrimination in hiring practices.
- Event Planning and Advocacy were identified by respondents as the most successful City programs. Anti-Discrimination and Complaints were identified as the least successful City programs. No large group differences were found for identification of most and least successful programs.
- Respondents feel that both anti-discrimination education and policy should be high priorities for the City.
- In open-ended questions, respondents identified the need for influence on positive attitudes about diversity, education, legal issues, and addressing LDS majority issues.
- The majority of respondents feel that Salt Lake City embodies or mostly embodies a vision of a human-rights oriented place.
- City events, the Mutual Commitment Registry, and government leadership were identified most often as good things that are currently being done by the city.

At the Dialogue on Discrimination Series kickoff held in October 2008, City Council Chair Jill Remington Love acknowledged Westminster College for its invaluable contribution to this project.

Diverse Business Day at the Legislature

This yearly activity is organized by the ODHR to encourage civic engagement throughout the City's diverse communities. In 2008, nearly 20 minority-owned businesses owners gathered to learn the process by which a bill becomes law and how individuals can affect change in the community. The objective was to encourage business owners to discover ways in which to build robust communities through civic involvement— with a responsibility to ensure prosperity and equality for all. Josie Valdez gave a presentation on the legislative process; special guests included Senator Ross Romero and Representative Mark Wheatley. A highlight of this event was a formal introduction on the floors of the Utah House of Representatives and Utah State Senate.

Leadership Utah Scholarship

The Leadership Utah Scholarship is awarded by the Salt Lake City Human Rights Commission annually. The ODHR administers and manages the program. It is open to Salt Lake City residents who are members of the City's diverse community. The scholarship offers a tuition waver of \$1300 to the Leadership Utah program offered by the Salt Lake Chamber of Commerce. In 2008, ODHR received 15 applicants and the Commission selected one.

Leadership Utah Scholarship is designed to provide opportunities for business leaders to learn more about the issues facing the community, to foster connections between leaders in both the public and private sector, and stimulate interest and participation in community activities. The session runs from September to June each year and features 10 day-long sessions that are composed of lectures, discussions, and field trips.

The Leadership Utah Scholarship provides the recipient with a tuition waiver to the Leadership Utah program. It cannot be used elsewhere, and is not a cash-based award. Selection for the scholarship is decided by the Human Rights Commission. In addition to the Leadership Utah program requirements, the scholarship recipient is required to attend five Human Rights Commission monthly meetings and offer a report on the training he or she is receiving through the program. It is the hope of the Human Rights Commission that the scholarship recipient use the information and training gained through the Leadership Utah program to create positive change, growth, and development in his or her community and Salt Lake City at large.

Dialogue on Discrimination Series

In October 2008, the Dialogue on Discrimination Series kickoff was hosted by Mayor Ralph Becker and then City Council Chair Jill Remington Love, along with a panel of six discrimination experts from various fields and backgrounds. There were approximately 100 people in attendance.

Over a two month period the Salt Lake City Human Rights Commission and the Office of Diversity and Human Rights held a series of five dialogues on discrimination throughout Salt Lake City. Ten guest speakers presented on professional and personal views of discrimination. Topics included discrimination based on race, class, sexual orientation, abilities, and faith. Approximately 30-100 community members attended each dialogue.

Reasonable accommodations including alternate formats, auxiliary aids and accessible facilities were provided at each Dialogue for people with disabilities.

The kickoff panel and guest speakers were filmed on video, however, in order to maintain an atmosphere of trust, stories from each roundtable were not recorded. Fourteen individuals, representing organizations that included the Salt Lake City Human Rights Commission and The Inclusion Center, acted as trained facilitators and conducted focus groups following each guest speaker presentation. The data from these dialogues was gathered through Data Collection sheets, identifying three main themes, and an online "Tell Us Your Story" submission. Each facilitator utilized a Data Collection Sheet and submitted three main themes to the Coordinator of the Office of Diversity and Human Rights.

The Dialogue on Discrimination Data Collection Sheet was created to gather quantitative data at each dialogue. Eight areas of discrimination with typically high numbers of discriminatory incidents were identified and agreed upon by the Human Rights Commission with the guidance of The Inclusion Center. As Salt Lake City residents participated in the group discussions and shared their stories of discrimination, facilitators were instructed to identify the area of

discrimination, the gender of the complainant and whether or not the discrimination occurred during an interaction with a Salt Lake City or Utah State service provider. The intent of the data sheet was to capture some general data about participants in the dialogues.

Stories of discrimination were also submitted online through a Tell Us Your Story link. Authors had the option to submit their stories anonymously. A live link was made available in November 2008 and continues today.

60th Anniversary of the Universal Declaration of Human Rights

The Universal Declaration of Human Rights was born of the wreckage and human loss in the closing days of World War II, when the terrible truths about what exactly had gone on behind the lines of the German front were just coming to light, and the first use of the atomic bomb in warfare loomed large. In this climate, representatives from the four Allied powers met in Washington D.C. to lay the groundwork for the United Nations. All their planning was realized in San Francisco the following year when the Charter for the UN was created and signed. The 68th article of the new charter reads: “The Economic and Social Council shall set up commissions in economic and social fields and for the promotion of human rights, and such other commissions as may be required for the performance of its functions.” Despite the brevity, its impact on the world has been huge, as it prompted the creation of the High Commission on Human Rights, commonly known today by its acronym: UNHCR.

Eleanor Roosevelt chaired the interim commission of nine members, and continued on in that role when the first full commission met in April of 1947. At the top of their priority list was the creation of an international bill of rights that addressed the civil, political, social, and economic rights of all people. Such a declaration was viewed as the first step towards an international human rights treaty, which would be legally binding under international law for signatory countries. The writing process was long and difficult, and people from all over the world submitted drafts for consideration – including H.G. Wells. This declaration, the Universal Declaration of Human Rights, was endorsed by the General Assembly on December 10, 1948 without further amendment. There were no dissenting votes, though the six countries comprising the Communist bloc, Saudi Arabia, and South Africa all abstained from the vote.

The Declaration has grown in significance and stature to become an internationally recognized standard of human rights, even among countries that did not yet exist when the declaration was endorsed. In 1978, during the 30th anniversary celebrations in Tehran, Iran, 84 nations unanimously affirmed that the declaration declares the common rights of all people, and represents a responsibility and an obligation to protect those rights to the governments of those nations and the international community. The document also served, as intended, as a starting point for the two human rights covenants: the International Covenant on Economic, Social, and Cultural Rights (January 1976) and The International Covenant on Civil and Political Rights (March 1976). The U.S. has ratified both covenants.

The ODHR held a month-long celebration for the 60th anniversary of the signing of the Universal Declaration of Human Rights, which incorporated the Salt Lake City Mayor’s Office of Diversity and Human Rights and its community partners. The celebration was also viewed as an

opportunity to educate the community about the Declaration and what constitutes human rights in Salt Lake City. To that end, the Office focused on issues that resonated with diverse populations in Salt Lake, which helped the audience grasp local human rights issues, and perhaps even focus on ways in which they might help.

Programming: To help offset the costs of such an undertaking, the ODHR gained the financial sponsorship by University of Utah's Obert and Grace Tanner Humanities Center and Tanner Center for Nonviolent Human Rights Advocacy. The Office worked with additional community partners including The Salt Lake Film Center, and the Center for Documentary Arts (CDA).

The audience responded best to a variety of different awareness and education-raising methods.

The Office held a press conference with Mayor Ralph Becker in which individuals were able to sign a pledge in support of the Universal Declaration of Human Rights. The centerpiece of the week was a reception held on the first floor of the City & County building with Mayor Ralph Becker, the Salt Lake City Human Rights Commission, and various community partners. Guest speaker Noemi Mattis, whose father played an advisory role in the writing of the Universal Declaration of Human Rights, led the reception with her speech on human rights. .

We also coordinated with various knitting groups and locally-owned yarn stores in Salt Lake Valley, and received nearly 100 hand-knitted, winter items from individuals who attended the reception. These items were donated to local refugee families who faced a brisk, cold Utah winter for the first time.

Community partner, Katherine Toll from the Salt Lake Film Center sponsored two films at The City Library entitled, "*Pete Seeger: The Power of Song*" and "*The Times of Harvey Milk*".

The Office showcased a photographic exhibit on the first floor of the City and County Building. *Faces and Voices of Refugee Youth* is a photo exhibit that portrays aspects of the history and culture of Salt Lake City's refugee children. Winner of the 2003 National Education Association's Applegate-Dorros Award for "peace and international understanding," the exhibit contains 30 intimate portraits by award-winning Utah photographer Kent Miles, accompanied by moving interviews conducted by school social worker Dr. Joyce Kelen. Photos and text reveal aspects of the children's flight from life threatening events, their search for haven, and the journey to their new lives in Utah. The exhibit also sheds light on the social networks, school life, and cultural and religious activities of these children as they acculturate into Utah life. This roving exhibit has traveled the state for six years and has been viewed by an estimated 150,000 people. In conjunction with this exhibit, the Center for Documentary Arts designed and published a multicultural bibliography entitled "60th Anniversary of the Universal Declaration of Human Rights."

Because of generous sponsors, all activities were free and open to the public.

The Disability Community

Accessibility of Salt Lake City services, programs, events, buildings, and the community in general is a civil right for people with disabilities. The word "accessibility" is most often

associated with wheelchair use, but accessibility actually involves the needs of people who have visual, cognitive, or hearing disabilities, in addition to those with activity or mobility impairments. The most prominent legislation associated with protecting the rights of people with disabilities is the Americans with Disabilities Act (ADA) of 1990, which prohibits discrimination against persons with disabilities with a special focus on four different areas: employment, public services, public accommodations and services, and telecommunications. Salt Lake City is subject to many provisions within the ADA.

Salt Lake City is committed to creating, promoting, and maintaining accessible government and an accessible community. Accessibility/disability issues are addressed in Salt Lake City primarily through a combination of three components: the ADA Coordinator in the Mayor's Office, the Accessibility Services Advisory Council (ASAC), and the Salt Lake Accessibility Committee (SLAC). The ADA Coordinator position is assigned as a secondary position to a Community Liaison in the Mayor's Office; and currently Michael Stott carries those responsibilities. Approximately five percent of his time is spent on accessibility/disability issues.

The Accessibility Services Advisory Council (ASAC) consists of a group of citizens and representatives from government agencies and community organizations who meet monthly to review the ways in which Salt Lake City Corporation can increase accessibility in local government and in the community. ASAC is, first, an advisory council to the mayor, but the group is also empowered to instigate change with the guidance of the ADA Coordinator. Recently, focus topics have included emergency preparedness and response for people with disabilities, illegal parking in accessible stalls, and accessibility issues within development/construction. Last year, the Emergency Management Division coordinated with ASAC to refine the draft for the new Special Needs Annex to the City's Emergency Operations Plan. On another front, at the recommendation of ASAC, Mayor Ralph Becker approved the manufacture of 72 signs that say "Minimum Fine \$150" to be posted on accessible stalls on City streets in order to deter illegal parking at those stalls. ASAC is working on making these signs available for purchase by private entities such as local grocery stores and other businesses. ASAC is also currently discussing how the City might incentivize the development of "visitable" and accessible new construction where no incentive currently exists. In the near future, ASAC will create a plan for giving special recognition to individuals who have given exceptional service to people with disabilities.

One major project of Salt Lake City Corporation beyond ASAC is to make the community more accessible through the construction of new curb ramps and the saw cutting of disjointed sections of sidewalk. A budget is allocated to the Public Services Department on an ongoing basis for meeting the ADA requirement to make public spaces accessible through sidewalk improvements.

While significant progress has been made on the accessibility/disability front in Salt Lake City, there are opportunities for a stronger approach to providing the civil right of accessibility. For example, the Salt Lake Accessibility Committee (SLAC), an internal committee of representatives from all City departments should meet regularly to discuss plans, goals, and challenges in accessibility within the scope of department services, but the committee is not currently meeting. Also, there is a need to conduct a new review of all City buildings that are

open to the public in order to identify existing barriers to access. In addition, the City has yet to fully realize the potential new technology offers as a tool for increasing accessibility.

Most people will encounter disability at some point in their lives, whether personally or through an acquaintance. Despite this personal connection, people with disabilities have historically been disadvantaged through a lack of accommodation. It is of great importance for the City to continue to strive to create, promote, and maintain accessible government and community for all.

Community Partners

An essential element of our work is our relationship with community partners throughout Salt Lake City. The ODHR Coordinator has worked with the following organizations who are committed to diversity and human rights efforts. While there are over 40 organizations with which we work, those listed below have been identified as those to whom we have given substantial time and expertise. These committees include:

- The University of Utah Diversity Committee
- Salt Lake City Revolving Loan Fund Advisory Committee
- World Refugee Day Planning Committee
- Utah Education Day Planning Committee

ODHR PUBLICATIONS

Diversity and Human Rights Survey Report

The Office of Diversity and Human Rights conducted an online Diversity and Human Rights Survey from March 31-April 30, 2008. The purpose of this anonymous survey was to provide the Office of Diversity & Human Rights with meaningful feedback from minority groups in Salt Lake City. We felt it was critical to know what their experience has been and what expectations they have for the Office of Diversity & Human Rights. The Universal Declaration of Human Rights model was utilized in coordination with this survey.

Diverse communities included, but were not limited to: Asian, Black/African American, Hispanic/Latino, Native American, and Pacific Islander populations. In addition to ethnic minorities, we sought input from populations such as refugees and immigrants, gay, lesbian, bisexual, and transsexual (GLBT) individuals, and those with various religions and beliefs.

The survey was available online in five languages: English, Spanish, Bosnian, Russian, and Mandarin (traditional and simplified). We received nearly 500 responses.

A Diversity and Human Rights Survey Report was compiled in partnership with Westminster College and published in Spring 2008.

Diversity and Human Rights Newsletter

The Office of Diversity & Human Rights compiled nine newsletters with nineteen articles for city government staff, constituents, business and community leaders in Salt Lake City. The ODHR is web-based and has a goal of publishing on a monthly basis. The objective for the newsletter is to aid others in gaining an understanding of local and domestic diversity and human

rights issues. Topics for the newsletters included immigration, driver identification laws, racism, sexual assault awareness and overcoming discrimination. The newsletter is sent out to over 3000 individuals, with 219 listserv subscribers as of December 2008.

Boards and Commissions Minority Involvement brochure

Boards and Commissions Minority Involvement brochure was created to encourage minority voices in city government. A representative democracy is the government that aims to reflect and incorporate the interest, needs, and desires of those in society, as communicated by representatives of those communities.

Absolute representation isn't practically feasible, and, unfortunately, many minority voices and communities are underrepresented as a result. Salt Lake City is working to make sure all its residents have an opportunity to participate in improving the lives of their neighbors and communities.

Behind the scenes of local government, a great deal of work is being done by members of community councils, City commissions, and constituent boards that work with Mayor Ralph Becker and other elected officials. These entities help develop policy, implement change, and make sure that all voices are reflected in City Hall.

Other publications in 2008 include: 2008 Diversity and Human Rights Survey Report, Call for a Grass Roots Movement: Research on Anti-discrimination, The Rockiest of Roads: A History of Human Rights from the Magna Carta to the United Nations, and a multicultural biography for the 60th Anniversary of the Universal Declaration of Human Rights celebration.

LEADERSHIP

Antidiscrimination Response Training

The ODHR Coordinator received Anti-Discrimination Response Training entitled, "Anti-discrimination Response Training (A.R.T. Program): An Active Witnessing Approach to Prejudice Reduction and Community Development." This was developed by Dr. Ishu Ishiyama of the University of British Columbia. It uses a witness-centered approach to prejudice reduction and anti-discrimination education and an experiential learning format in a mid-size group. This approach is based on Ishiyama's active witnessing model. It incorporates social learning theory, social skills training and sociocultural competency expansion models, and group-based experiential learning models, and moral development theory.

Outcomes of the participants included:

- Increased awareness of various prejudiced remarks and discriminating situations and empathy for victims of discrimination
- Increased awareness of optional and refined responses and actions as witnesses
- Increased skills and effectiveness in using the active witnessing responses

- Positive reinforcement of participants' social responsibility and ethical commitment to fighting prejudice and discrimination of any type in society.

CONFERENCES

Inclusion Summit 2008

Local community partners, The Inclusion Center for Community & Justice, held their annual Inclusion Summit in the fall of 2008, in which we were pleased to participate. Participants were given the opportunity to explore difficult social issues and how they affect our communities, homes, and workplaces. Using human relations as a foundation, participants were challenged to understand the dynamics of exclusion, and in doing so, recognize the humanity in all of us.

2008 Joint Conference with International Association of Official Human Rights Agencies (IAOHRA) and National Association of Human Rights Workers (NAHRW)

This conference was attended by the Coordinator for the Office of Diversity and Human Rights upon recommendation of the Salt Lake City Human Rights Commission. The conference offered unprecedented opportunities to develop strategies and solutions to addressing the global and domestic issues facing today's human rights professionals.

NAHRW is a committed organization providing education, training, research, networking, and professional development to its members in order to enable them to foster equality within a diverse society. IAOHRA is a private, nonprofit corporation who provides opportunities and forums for exchange of ideas and information among human rights advocates.

Its objectives are to promote equal opportunity and equal treatment, to provide assistance in the elimination of unlawful discrimination in employment, housing, and education, and to coordinate member agencies' concerns and interest before all branches of the federal government.

Various valuable workshops attended included; Identifying Emerging Human and Civil Rights Issues and New Opportunities, Lesbian, Gay, Bisexual & Transgender Rights, Hate Crimes Laws and Human Rights Worker & Tracking & Analyzing Hate Crimes, and Building A Business Case in Support of Your Organizational Human Relations & Diversity Initiatives.

Believed most influential for Salt Lake City was a presentation entitled, "Developing & Implementing a Racial Justice Initiative." This model focused on developing strategies to eliminate institutionalized racism and racial disparities within all sectors of local government. We obtained tools and resources to potentially launch a race and social justice initiative within our city.

Currently, the Office of Diversity and Human Rights is working to secure an IAHORA and NWHRO Charter.

Society for Human Resource Management (SHRM) Diversity Conference & Exposition 2008

Coordinator for the Office of Diversity and Human Rights attended the annual SHRM Diversity Conference in Atlanta, Georgia. This excellent learning and networking opportunity was specifically intended for professionals with responsibilities in diversity. Keynote speakers and educational sessions discussed numerous best practices and contemporary research.

Two outstanding sessions included, “Creating Your Comprehensive Diversity Strategic Plan.” We reviewed the creation of anchored components that included a quantifiable diversity focus in which tools were given for developing a comprehensive and quantifiable strategic plan that may be integrated with an organizational strategic plan.

The second outstanding presentation included a PowerPoint on “Increasing Your Workplace Diversity Initiatives: Using Data to Make Your Case and Show Your Competitiveness,” which was essentially building a business case for diversity within an organization. This same presentation was made to Salt Lake City department directors and we received 100% support for the development of a comprehensive diversity plan.

SPEECHES

On November 23, 2008 the Inclusion Center hosted the 19th Annual Interfaith Service, at the Masonic Temple. There were over 400 people gathered to hear people of different faiths and “build bridges of love, unity, and thanks giving.”

ODHR Coordinator Yolanda Francisco-Nez gave the keynote address in her speech entitled, “All Good Comes from Diyiin, not Christopher.” She was joined by leaders in a number of various faiths.

In addition to this, ODHR Coordinator Yolanda Francisco-Nez gave speeches on leadership, the history of human rights and community service for the Girls Scouts of America, Utah Food Bank and Utah Coalition Against Sexual Assault (UCASA) meeting.

FEDERAL FUNDING

Antidiscrimination Campaign grant

In April 2008 the Office submitted a proposal for an \$81,450 grant offered by the U.S. Department of Justice Civil Rights Division. The grant was to conduct public education programs about the right afforded potential victims of employment discrimination and the responsibilities of employers under the anti-discrimination provision of the Immigration and Nationality Act (INA). In July 2008, our grant proposal was unsuccessful in receiving funding to conduct an anti-discrimination campaign for Salt Lake City.

FUTURE

The Office of Diversity and Human Rights and the Salt Lake City Human Rights Commission see a bright future in the struggle to achieve equality and access for all in Salt Lake City. In particular, adding additional emphasis on human rights increasingly encourages many minority constituents. With an emphasis on continued outreach and legislative efforts, we remain inspired to befriend and help others who are overlooked, discriminated against, or in need. We recognize the importance of extending dignity and fair treatment to all.

The Salt Lake City Human Rights Commission is a competent group of professionals who are deeply concerned about and committed to equal rights and achieving a society where every person is valued and respected. Their voluntary service will continue to positively influence human rights in our city.

Together, we are committed to building a Great American City of which constituents and all other stakeholders can be proud.

Human Rights Commission

2008 Annual Report

Message from the Chair of the Human Rights Commission

I have been a member of the HRC since April 2007. Since then I have seen the HRC evolve from a small group of commissioners to a highly qualified and motivated fully staffed commission ready to carry out the duties listed in the ordinance.

During the 2008 year, under the leadership of the Chair, Cristy Gleave, we endeavored to learn more about the kinds of discrimination occurring in Salt Lake City. We responded to concerns about policy that appeared to have discriminatory elements and advised in cases of complaint. However, our greatest efforts went into the Dialogue on Discrimination Series.

As the HRC has grown both in numbers and in stature, we have found ourselves willing and able to examine closely and objectively both established and pending city ordinances and policy. We are better able to respond to reports of discrimination. We are actively reaching out into the community to create partnerships and support each other in common goals. Our desire is to help steer Salt Lake City into the 21st century with intention and awareness of the importance of diversity and human rights.

Jennifer Mayer-Glenn
Human Rights Commission Chair

HUMAN RIGHTS COMMISSION

Adriano Comollo

Ph.D., Director of the Italian Center, teaching in Utah colleges and universities for the past 17 years.

Cristy Gleave, former Chair

B.S., vice president of operations for local financial group

Orin Howell,

B.S., Communications, Vocational Rehabilitation Specialist for the Department of Veterans Affairs

Walter Jones, Secretary

M.A., M.S., Assistant Head of the Special Collections Department at the University of Utah's J. Willard Marriott Library.

Patrick Leary

MPA, Chief Administrator for Office of District Attorney in Salt Lake County

Jennifer Mayer-Glenn, Chair

M.Ed., Board member Utah Coalition of La Raza, Special Education teacher.

Mimi Petersen

B.A., Political Science and Asian Studies, Minor in History, Intranet Coordinator for State Department of Health.

ACTIVITIES

Dialogue on Discrimination Series

The Dialogue on Discrimination Series had two main goals. The first was to hear firsthand accounts of discrimination in Salt Lake City both on an individual and institutional level. The second was to educate the community about the harm that discrimination can cause to both the individual and the community.

Each dialogue facilitator participated in a half-day training with The Inclusion Center for Community and Justice. Inclusion Center staff also participated and helped facilitate the dialogues. The facilitators, though with some trepidation, were well prepared to create an environment of safety and openness for the citizens of Salt Lake City.

Each dialogue was held in a different geographical area of the city. The first was held on November 5, 2008 at the Sorenson Multicultural Center in City Council District 2. The topic was classism/poverty. The guest speakers included Kathy Padilla and Joel Arvizo. The turnout was smaller than expected, probably due to its proximity to election night. The second dialogue on November 19, 2008 was held at Northwest Middle School in City Council District 1. The topic was people with disabilities. Guest speakers included Barbara Toomer and Matthew Knotts from the Disability Law Center. The turnout was greatly improved.

The third dialogue was held on December 4, 2008 at the University of Utah's Eccles Health Sciences Education Building in City Council District 6. The topic was racism. This had a turnout of approximately 100 people. Guest speakers included Deborah Daniels and Erika George from the University of Utah's SJ Quinney Law School.

The fourth dialogue was held at Westminster College on December 5, 2008 in City Council District 6. The topic was faithism. And while the HRC learned about their own form of unintended discrimination in holding the dialogue on a Friday evening, the Jewish Sabbath, we also created an environment of mutual respect and care. Guest speakers included Dimple Singh and Michael Popich. The turnout was consistent with that of the previous event.

In closing, on December 11, 2008 the Commission hosted a respectful discussion about sexual orientation at the Tenth East Senior Center City Council District 4. Guest speakers included Will Carlson and Lisa Diamond.

The Commission heard many firsthand stories of discrimination. Members also heard stories of support and kindness, as well as many suggestions for how to deal with discrimination. These stories collected were anecdotal. However, the Dialogue on Discrimination Data Collection Sheet was created to gather quantitative data at each dialogue. Eight areas of discrimination with

typically high numbers of discriminatory incidents were identified and agreed upon by the Human Rights Commission with the guidance of the Inclusion Center.

As Salt Lake City citizens participated in the group discussions sharing their stories of discrimination, facilitators were instructed to identify the area of discrimination, the gender of the complainant and whether or not the discrimination occurred during an interaction with a Salt Lake City or Utah State service provider. The intent of the data sheet was to capture some general data about participants in the dialogues and the type of discrimination they had experienced.

Currently, all this information is being compiled and researched to create a Discrimination Report that will be presented to Mayor Becker and the City Council in due time.

Leadership Utah Scholarship

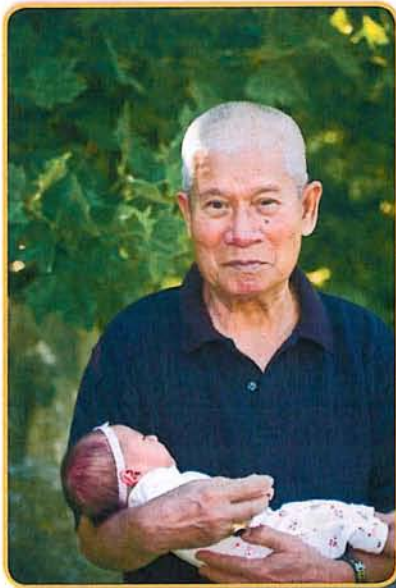
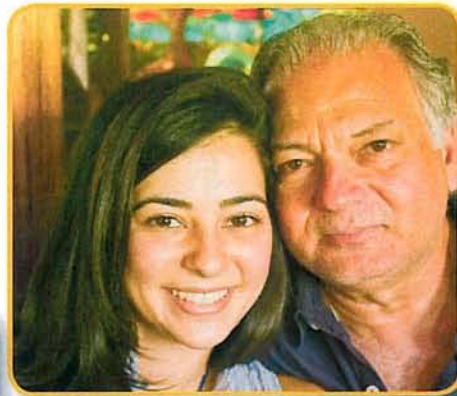
In July 2008, the HRC met to select a member of Salt Lake City's diverse community to attend the Salt Lake Chamber of Commerce's 2008-2009 Utah Leadership training program—a program designed to “develop tomorrow's leaders, today.”

The Salt Lake City's Office of the Mayor has supported this scholarship by allowing the HRC to give the City's slot to a diverse member of our community.

After studying many resumes and applications the HRC interviewed five applicants. While all the applicants were deserving, the HRC ultimately selected local attorney Esperanza Granados to receive the Leadership Utah Scholarship.

SALT LAKE CITY OFFICE OF DIVERSITY AND HUMAN RIGHTS

STRATEGIC PLAN 2009 – 2013



FROM THE MAYOR



Dear Salt Lake City,

Salt Lake City is a richly diverse and progressive city. Individuals from around the world call Utah's Capital City their home. The expectation of equal opportunity and economic viability provides hope for our residents and contributes to the making of a Great American City. Our City government works hard to protect the rights of all residents and contribute to the welcoming atmosphere of our community. When discrimination appears, the spirit of unity and inclusion is obstructed.

Salt Lake City's Office of Diversity and Human Rights and the Human Rights Commission play an integral role in addressing the diverse needs of our community. Together they identify and analyze human rights and equity issues that confront Salt Lake City residents. The Office and the Commission work to offer innovative policy solutions, engage community, and foster hope, equity and opportunity.

The Salt Lake City Office of Diversity and Human Rights Strategic Plan for 2009-2013 outlines the Office's priorities over the next four years. These priorities include human rights legislation and a continued voice of advocacy for diversity, tolerance, and respect for people in our community without regard to religion, race, color, sexual orientation, gender, status with regard to public assistance, nationality, marital status, age, or disability.

Our diverse community is expanding and so is our responsibility to care for the people who reside in our magnificent city. After reading the following plan I hope you will be confident, as I am, about the future of diversity and human rights in Salt Lake City.

Regards,

A handwritten signature in blue ink, appearing to read "Ralph Becker".

Mayor Ralph Becker

OVERVIEW

The purpose of the 2009 Salt Lake City Office of Diversity and Human Rights (ODHR) Strategic Plan ("Strategic Plan") is to share with the Mayor, City Council, City Departments and the general public proposed goals and activities for 2009-2013. It is imperative that these goals are shared by all units of government. The Strategic Plan will guide the organizational development of the Office over the next four years. During that time, the Office will target its efforts at policy development, education, advocacy and celebration of diversity and human rights.

The following supporting documents include: Salt Lake City Mayor Ralph Becker's Universal Human Rights Initiatives, the Strengths, Weaknesses, Opportunities, Threats and Trends (SWOTT) report completed in December 2007, the Universal Declaration of Human Rights, and the 2008 Diversity and Human Rights Survey.

The Office engaged in a collaborative effort to ensure the Office of Diversity and Human Rights continues to build on its strengths and leverage its resources, both in the City and in the community at large, to effectively and efficiently support its mission, vision, and goals. The ODHR Coordinator, a business planning committee, and a consultant facilitated the development of this Strategic Plan. The business planning committee included representatives from the Salt Lake City Human Rights Commission, Salt Lake City Corporation, various area chambers of commerce, the education community, the Utah chapter of the American Civil Liberties Union, and the National Center for Community and Justice's Inclusion Center. Subcommittees included operations, management, finance, and marketing. The findings of these subcommittees were synthesized with consultant Fraser Nelson in a final strategic plan that was completed in April 2009.



OUR VISION

A City where residents can live, work, play, and do business free from discrimination.

OUR MISSION

To support, protect, and ensure basic human rights for all Salt Lake City residents.

OUR VALUES

- All people are equal and deserve to be treated equally in the eyes of the law and by their fellow citizens.
- Tolerance and respect for others.

OUR EXPERIENCE

The Office of Diversity and Human Rights will ensure issues will be handled competently and with the highest degree of professionalism.

- We are a source of advocacy and recourse for the diverse populations of Salt Lake City.
- We are familiar with the issues facing diverse residents of Salt Lake City.
- We have practical experience in supporting diversity and human rights issues.

*Approved by Mayor Ralph Becker on July 16, 2009.
Approved by the Salt Lake City Human Rights Commission on
Thursday, September 3, 2009.*



OUR GOALS

ONE

SALT LAKE CITY WILL LEAD THE STATE OF UTAH IN THE RECOGNITION AND PROMOTION OF LEGAL RIGHTS FOR ALL RESIDENTS

Strategy A Salt Lake City will adopt a nondiscrimination ordinance with enumerated protected classes; the ordinance will include housing, realty, employment, public accommodation, and city activities.

Strategy B Salt Lake City will modify the City's retirement plan to allow an employee to name a mutual commitment partner as a beneficiary.

Strategy C Salt Lake City will adopt a hate-crimes ordinance to enhance penalties for crimes committed out of bias or prejudice towards a specific class.

Strategy D Salt Lake City will require all private companies who conduct business with the City to have a nondiscrimination policy included in the contract with regard to race, color, familial status, veteran's status, national origin, disability, religion, sexual orientation, and gender identity.

TWO

SALT LAKE CITY WILL BE AMONG THE MOST DIVERSE, WELCOMING AND DYNAMIC CITIES IN THE NATION

Strategy A The Office of Diversity and Human Rights will educate Salt Lake City residents who are at risk of becoming victims of discrimination about their rights and responsibilities.

Strategy B The Office of Diversity and Human Rights will help communicate to the public changes to Salt Lake City ordinances and the Office's goals and practices, and will promote human rights on both a local and national level.

THREE

THE SALT LAKE CITY MAYOR'S OFFICE WILL REPRESENT THE INTERESTS OF SALT LAKE CITY'S DIVERSE POPULATIONS

Strategy A Salt Lake City will create a comprehensive plan to recruit and retain a diverse workforce in order to benefit from a full range of backgrounds, viewpoints and approaches.

Strategy B Salt Lake City will commit to a diverse, inclusive and professional workplace where City employees can achieve their personal and professional goals and where we can better understand the needs of our diverse residents.



FOUR

THE OFFICE OF DIVERSITY AND HUMAN RIGHTS WILL COLLABORATE WITH COMMUNITY PARTNERS TO COMBAT DISCRIMINATION

Strategy A The Office of Diversity and Human Rights will work directly with City organizations, businesses, and interest groups to implement the Office of Diversity and Human Rights' goals and practices.

Strategy B The Office of Diversity and Human Rights will empower and encourage public participation among diverse communities and will support partners in their outreach efforts.

Strategy C The Office of Diversity and Human Rights will administer the Leadership Utah Scholarship Program.

Strategy D The Human Rights Commission will work with City government and the community to identify ordinances and policies that may have a negative impact on the City's diverse populations, and will recommend changes to the Mayor and City Council.

FIVE

THE OFFICE OF DIVERSITY AND HUMAN RIGHTS WILL HAVE THE RESOURCES IT NEEDS TO IMPLEMENT THIS PLAN

Strategy A The Office of Diversity and Human Rights will submit a proposed budget to the Mayor's Chief of Staff for approval each January for inclusion in the Mayor's recommended budget to the City Council for the following fiscal year.

Strategy B The City's grant writing staff will identify available federal, state, and private grants and will assist with grant applications.



APPENDIX

SALT LAKE CITY RESIDENTS

Racial Demographics in Salt Lake City

Race	Percent of Population	Estimated Population
White Persons	67.3 %	122,868
Persons of Hispanic or Latino origin, of any race	21.5%	39,173
Asian persons	4.2%	7,679
Black or African American persons:	3.4%	6,247
Native Hawaiian and Other Pacific Islander	1.3%	2,349
American Indian and Alaska Native persons	1.1%	2,030
Some other race	1.2%	2,264
Total Population	100%	182,610

Source: U.S. Census Bureau, 2005-2007 American Community Survey

LGBT Demographics in Salt Lake City

Gay, Lesbian, Bisexual, Transgender (LGBT)	7.6%	10,726
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Source: 2005 American Community Survey, UCLA The Williams Institute

People with Disabilities in Salt Lake City

People with disabilities (5 years and older)	13.8%	22,699
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Source: U.S. Census Bureau, 2005-2007 American Community Survey

Refugee Demographics in Utah

Refugees in Utah		25,000
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Source: Utah Refugee Services

