

RACE GSO Update: Human Relations Department

Tuesday, September, 15, 2020

Dr. Love C. Jones

Director of the Human Relations Department



General Overview

- **Departmental Focus Areas**
- **Customer Service Enhancements**
- **Future Enhancements for Council Consideration/Approval**

Human Relations Connection to RACE GSO: Human Rights...It's What We Do



Customer Service Enhancements

CMO/Interdepartmental Initiatives

- Meaningful Leadership Dialogues (Executive Leadership)
- Customized Departmental Training (Managerial Focus)
- Future Collaboration with GARE Efforts (General Staff Training)

MEANINGFUL LEADERSHIP DIALOGUE:
SUPPORTING AND FACILITATING CONVERSATIONS ABOUT RACE IN THE WORKPLACE
Love C. Jones, Director of Human Relations

Departmental Initiatives

International Support

- LAP (Bilingual Pay Incentive)
- Information HUB (Education, Public Health)

Community Dialog Participation

- United Way
- YWCA
- Chamber of Commerce



Future Enhancement: Departmental Name Change

- **Suggested Name:** *Department of Human Rights*
- **Rationale:**
 - Clear and Concise Understanding for General Public
 - Enhances Customer Service Experience
 - Distinguishes from other Departments
 - Progressive Branding for City of Greensboro
- **Requirements for Name Change**
 - Council Approval
 - Ordinance Revision



Future Enhancement: Ad-hoc Committee on African American Disparity

Request spearheaded by a community working group over a 60-day period

- **Participants**
Ray Trap, Concerned Resident
Josie Williams, Concerned Resident
Crystal Black, Concerned Resident
Mayor Nancy Vaughan
Councilwoman Sharon Hightower
Love C. Jones
- **Goal: Draw attention to unique barriers for largest minority population (41%)**

Examples of Similar Efforts

- Commission(s) on African American Affairs:
- Washington DC
- Arizona
- Washington State
- Milwaukee Wisconsin: Race Declared a Public Health Issue

Ad-hoc Committee Cont'd

Why Examine Disparity?

- Disparity: Marginalized experience based on rules, policies, and procedures
- Rules, policies, and procedures are not discriminatory on their face
- Rules, policies, and procedures serve as a major barrier for a specific group in the obtaining of basic resources necessary to thrive

Why focus solely on African Americans?

- Largest minority with unique barriers
- Challenges, long-term, exceed those of immigrants and refugees
- Critical to brand community as a place where African Americans, among other minorities have the ability to thrive

Ad-hoc Committee Cont'd

- **Overarching Goal of Committee**
 - Research Rules Policy and Procedure in **5 Core Areas***:
 - Economic Opportunity
 - Education & Workforce Development
 - Law Enforcement, Justice and Accountability
 - Housing & Health Disparities
 - Community Engagement
 - Evolve into a potentially **permanent** Commission on African American Disparity
 - Continued focus on the removal of barriers
 - Precedence for Ad-hoc to permanent

*Existing bodies that review these topics do so in a broader sense that does not focus solely on the experience of African Americans

Ad-hoc Committee Cont'd

- **Logistics:**

- Membership: Pre-determined number similar to commission
- Recommended by members of Council *and* Community Stakeholders (as a committee)
- Term as a Committee: No more than 2 years before evolving into a permanent commission with all functions as outlined by the City Ordinance
- Quarterly reports provided on work of the ad-hoc committee
- Supported by the Human Relations (Human Rights) Department
- **The work may include but is not limited to:**
 - Policy review
 - Trend research
 - Engagement of departmental staff
 - Public engagement dedicated the core areas listed above

Considerations in Review

- Name Change:

Department of Human Rights

- Ad-hoc Committee on African American Disparity

For Further Question Please Contact :
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