

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



HUD.GOV

Customer Service Enhancements

CMO/Interdepartmental Initiatives

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

Departmental Initiatives

International Support

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

Community Dialog Participation

- United Way
- YWCA
- Chamber of Commerce



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



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 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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