

August 8, 2020 HRAC Strategic Plan committee DRAFT

**BARNSTABLE COUNTY
HUMAN RIGHTS ADVISORY COMMISSION
Mission Statement and Strategic Plan**

The Barnstable County Commissioners has approved a revised charter for newly re-organized Barnstable County Human Rights Advisory Commission (BC HRAC).

The HRAC has appointed a committee of members to review the Mission Statement and Strategic Plan to guide their ongoing decision-making and activities. This document encapsulates the outcome of this draft effort, which will guide the Commission in this process.

- **Mission Statement:** The Mission of the BC-HRAC, through its appointed Commissioners is to provide community awareness of and follow up to possible human rights violations through appropriate agencies for mediation and/or legal action; to provide opportunities for members of the public and local organizations and agencies to discuss incidents and/or concerns about human rights issues; and to promote understanding and appreciation of the diverse cultures in Barnstable County and beyond through education, programming, and community programs.

Following is the Vision Statement for the HRAC to guide its actions over the next 2-3 years. These ideas were compiled based on HRAC review meetings and other resources during this summer.

- **Strategic Plan Overview:**
- The Committee is in agreement that the Nov. 2, 2015 strategic plan remains adequate for our general operations, although before formal updating this will be edited to reflect our new name, Human Rights Advisory Commission, and Ordinance 19-10, the Committee will edit to bring the revised document to our meeting in September for approval.

Potential Goals:

1. Establish and Strengthen Partnerships with individual and organizational human rights, racial and immigrant justice leaders in each of our towns and throughout the County.
2.
 - A. Objective: Relate current and new program implementation projects to address common human rights concerns whenever possible as they arise.
 - B. Objective: Establish and maintain an effective two-way communication network both with appropriate organizations and individuals throughout the County.

C. Objective: Continue to work with the Cape Cod Police Chief Association and the County Department of Health and Human Services to research and respond to the need for more positive and helpful relationships between community members including POC, police officers. other public service organizations, such as town administration, education, transportation and businesses.

D. Objective: Research current policing areas of responsibility to determine how many are primarily criminal vs. civic/social (i.e.. Intervening in domestic violence or addiction situations) with the goal of separating out the two to help propose new and better staffing, training and funding resources to better meet community needs. (Getting beyond the” six pillars” to deal explicitly with issues of racist behaviors and sometime apparent “militarization” of police presence in communities in particular).

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Public Relations and Information: The HRAC needs to continue increasing their public presence in the County. with the following plans:

Actions: The HRAC plans to:

- a. More widely publicize the Human Rights Academy
- b. Participate in Community Access Television programs where appropriate
- b. Attend meetings and events in order to inform organizations and the public about the HRAC’s mission and work.
- c. Ensure that appropriate HRAC information is posted on the Barnstable County’s web.
- d. Purchase and utilize films that present issues relating to human rights and related topics.
- e. Explore potential for developing and presenting a human rights film festival.
- f. Develop and maintain an HRAC Face book page
- g. Secure a portable table display for use in appropriate venues
- h. Issue press releases prior to, and following each HRAC meeting
- i. Develop a power point presentation explaining the HRAC mission and work increase its radio/TV programming; include interviews with Commissioners and Town Representatives, based on key messages of the HRAC
- j. Present through various outlets more positive local human rights culture and developments
- k. Develop press kit/ and presentation for collaterals and fund raisers.

Education:

Actions: The HRAC plans to expand involvement with students beyond HRAC (possibly forming a formal BNPFH partnership with public school students, teachers, counselors and administrator bystander training,

- a. Objective: Set up a working committee to create a check list or educational guide for human rights promotion for young adults and youth dealing with a wide range of populations disability, racism, gender identity and affectional preference issues
Suggestion, a person of color should lead the team.
3. Goal: Education – expand involvement with students beyond HRCA -possibly forming a formal BNPFH partnership re. Public school student, teacher and administrator active bystander training etc.
 - A. Objective: Set up a working group to create a check list/educational guide for human rights promotion for young adults and youth dealing with a wide range of populations, disability, racism, gender identity and affectional preference issues.
Make sure we have a person of color to lead the team. .
4. Goal: Clarify and publicize our human rights role under the terms of our new Ordinance – ranging from individual complainant accompaniment and referrals to appropriate agencies for mediation, etc. as well as “tracking and responding to a *pattern* of multiple complaints which may come into us so that we can advocate and work in partnership with institutions and organizations for systemic change.
5. Goal: Be mindful/sensitive to the human rights challenges of our foreign language speaking young people...many of whom are essential workers - Spanish and Portuguese speakers in particular.
 - A. Objective: Create program vehicle to listen and respond to their needs.
 - B. Objective: Keep a liaison person from HRAC on the Council of Churches Immigrant and Migrant Committee
 - C. Objective: Network with dynamic young leaders such as Tara Wallace, who is a Puerto Rican Relief organizer who is working on disaster relief to Puerto Rico.
6. Goal: Assist and promote positive, racially and ethnically informed and just community relationships between the police and community members
 - A. Research successful programs of this sort in other Massachusetts communities
 - B. Research Implementation of Restorative Justice Programs (Paul is going to talk with Erin Freeborn Ex. Dir. Of Communities for Restorative Justice appointed by the Governor.)
7. Goal/Dream: Help the Assembly of Delegates work on a new code of conduct as part of their new Charter if they will discuss with us!

Note the balance of the 2015 sections was not edited in this copy.

Dave Schropf