

HRAC Strategic Plan DRAFT 9/18/20

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 general parameters of 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: Engage related current and new projects with other human rights agencies to address common human rights concerns.

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 County Police, Sherriff and District Attorney leaders and the County Department of Health and Human Services to develop positive helpful relationships with County community residents and others.

Public Relations and Information: The HRAC needs to continue increasing their public out-reach process and presence in the County with communications such as on-line social media platforms, venues, television, radio, pod-casts and print media.

Education: The HRAC plans to provide human rights education to meet the needs for human rights awareness and resolutions for adults, students, other young adults, and teachers, counselors and administrators and persons with disabilities, ethnic, race, gender identity or affectional preference issues.