

FILE WITH CITY COUNCIL
5/6/98

HUMAN RIGHTS COMMISSION

ANNUAL REPORT

from the desk of goldman jacobs

PALM SPRINGS HUMAN RIGHTS COMMISSION COMMISSION MEMORANDUM

March 1, 1998

To: Mayor Kleindienst

**Mayor ProTem Ron Oden, Council member Stan Barnes,
Council member Deyna Hodges, & Council member Jeanne Spurgen**

From: Palm Springs Human Rights Commissioners

Submitted by Jake Jacobs, Chair

First I must thank the members of the council for the opportunities Palm Springs Ordinance Number 1426 provides to the residents of Palm Springs. The first item on every Agenda of the Human Rights Commission is its Mission Statement;

"The Palm Springs Human Rights Commission is dedicated to promote improved human relations, civic peace, intergroup understanding and the full acceptance, respect and participation of all persons in all aspects of community life so that we will be equal in the eyes of each other."

The mission and vision of the Human Rights Commission are carried out through the establishment of goals that focus on the needs of the residents of Palm Springs. These goals serve to guide the commissioners in their activities and decisions.

The vision of the Human Rights Commission is set forth through Palm Springs City Ordinance Number 1426. The vision through the ordinance is to:

- *Develop community education programs by utilizing the vast resources of talent in Palm Springs.**
- *Investigate and mediate instances of discrimination to try to bring an amicable end to a situation before it escalates.**
- *Bring persons and groups together in common support of human rights issues through community forums, attendance at community events in the various ethno-social environments.**
- *Acquire fiscal and human resources to accomplish these goals through funds from the general budget of the City of Palm Springs, ensuring appointment to all open commission seats and development of committees from the general Palm Springs community.**
- *Maintain data on practices, activities, hate crimes and other human rights violations to address incidences of prejudice and discrimination with general reporting made to the commission by the police department on hate crimes in the city and by tracking hate crimes.**

March 12, 1997 the Human Rights Task Force presented our Three Year Strategic/Action Plan. At that time we presented our vision and our objectives, beginning with the period of March 1997-June 1997 through year 3 June 1999-June 2000. I have included in this report that 3-Year Plan. Since there was a negative response to our Strategic/Action Plan, the commissioners and staff have spent many hours together to present to the council a summation of Ordinance Number 1426/Defining the Role of the Human Rights Commission. A letter dated September 26, 1997 addressed to the council presented the out come of those meetings. (This letter is included.) Wednesday, January 14, 1998 at the Palm Springs Council Cabinet Meeting Commission Chair, Jake Jacobs gave verbally the commissions semi-annual report. That verbal report acknowledge a long list of accomplishments and community participation by the commissioners. (Please refer to the minutes of that meeting. They are not included, because the minutes have not been made available to the commission.) That report was fashioned after the letter that was printed in the Desert Sun in response to the situation the commission faces as the council members, the commissioners, and the residents of Palm Springs struggle with the discrimination and peoples human rights.

At the council meeting Wednesday, February 11, 1998, the commissioners were asked to clearly define a list of priorities and corresponding budget to be reviewed by staff and report back to council in 30 days.

A specific list of issues that concern the commissioners has been established and prioritized and a requested budget has been given to staff for review. These issues or defined topics of discussion will be the vocal point for the commission in the coming year. Action plans for each issue are presently under discussion.

There are many human rights issues that are effecting the residents of Palm Springs today. The Palm Springs Human Rights Commission wants to do something about it, this is a list of the human rights issues we intend to address this coming year:

- *Establishment of a Domestic Partnership Ordinance in the City of Palm Springs**
- *Hate crimes and domestic violence in Palm Springs/Publish a Proclamation showing strong support towards Human Dignity.**
- *Housing for people with AIDs, HIV, and the Homeless.**
- *Intergroup Relations Committee its final report and implementation.**
- *Community Recognition guidelines and award presentations.**
- *Joint projects with other commissions.**

3-YEAR PLAN

March 1997- June 1997

- Update rules and procedures for the Commission.
- Implement the Task Force recommendations.
- Guarantee that all open seats on the Commission are filled.
- Report results to City Council and the city residents.

Year 1:

June 1997-1998

- Achieve proper parity and balance in the HRC; appoint all members now.
- Promote and market the HRC.
- Fund and train all commissioners for Mediation; Re-establish the Mediation process for the P.S. residents.
- Train commissioners on human and civil rights issues.
- Set up evaluation process for programs and all commission activities.
- Conduct sensitivity training for the city staff and Police department.
- Fully staff and develop all Committees.

Year 2:

June 1998-1999

- Calendar and assign events for the next 12 months.
- Have a strong and established agenda for training for community members on issues related to human rights.
- Assure at least one commissioner interfaces with another community group each month; generate verbal or written report on activity; publish in Newsletter.
- Poll the residents on their human rights needs and perceptions.
- Set up annual retreat; follow-through

Year 3:

June 1999-June 2000

- Participate in City Council Meetings on regularly scheduled basis
- Communicate and actively interface with all city commissions
- Have on-going research of other Human Rights Commission activities
- Evaluate progress toward Objectives and Plan of this 3-Year Strategic Plan
- Develop plans & objectives for next three years

03/12/97

from the desk of goldman jacobs

Palm Springs Human Rights Commission

Commission Memorandum

Dated October 27, 1997

To: City Clerk

From: Goldman "Jake" Jacobs
Chair, Palm Springs Human Rights Commission

Re: May 14, 1997, City Council Study Session,
Agenda item (7.) Human Rights Commission JT. Session.

At our regularly scheduled commission meeting on September 11, 1997, the Commission by consensus approved the final report "Role of the Human Rights Commission". On May 14th the City Council asked staff to review the concerns of the Commission and come back with some specific recommendations. This report is a the result of those meetings between the City Manager, Ed Dietrich, and Goldman Jacobs and is ready to be presented to the City Council.

We would like to schedule on the November 19, 1997 City Council Agenda are follow up report as requested. Please title the item; Summary Report, "Role of the Human Rights Commission". There will be assigned commissioners at the meeting to present the report and answer any questions.

Please note on the Agenda item that the Commission will be asking the Council to approve the final report and direct staff to work with the Commission Budget Committee to a establish a preliminary Budget and potential funding sources.

Thank you for taking our the time to assist us in this matter. Please notify Jan Dorr, Human Resource Department, extension - 8213 or myself 760-322-7045 so we can prepare for our presentation.

Respectively,

Jake Jacobs

Goldman "Jake" Jacobs, Chairman
Palm Springs Human Rights Commission

Agenda Item for November 19, 1997

Summary report, "ROLE OF THE HUMAN RIGHTS COMMISSION"

Mediation

Community Education & Training

Investigative reprehensibilities

Convener and facilitator of human rights issues in the community

1. Recommend that the City Council amend its Personnel Rules to make the Human Rights Commissions Mediation Services a first option, prior to the grievance process, for the City employees.

2. Human Resource Department to allocate ample staff assistance to the Human Rights Commission.

3. Recommend that Ordinance 1426 should remain as written. Mayor, Council members, Staff, and Commissioners should work together to establish a reasonable Budget including staff time to facilitate the goals and objectives established in the Ordinance.

4. All meetings of the Human Rights Commission should be televised.

5. Each Commissioner should be allowed to purchase the approved Commission business cards.

Palm Springs Human Rights Commission
Commission Memorandum
Dated Soptomber 26, 1997

To: City Manager

From: Goldman "Jake" Jacobs
Human Rights Commission, Chair

If you have a chance to review the Commission meeting minutes of September 11, 1997, it was a consensus of the commission that these items be brought to you for your review and approval. These are the items we agreed upon in our June 10th meeting. Ed Dietrich made a report to the Executive Committee on August 1st about the out come of that initial meeting. The Executive Committee requested that Ed give a brief history to the new commissioners, if all the members were in agreement with these items listed, as a written summation of the Role of the Human Rights Commission, a consensus would be obtained for the record. That has been obtained, I wanted to review these items with you so we can make our final report to the Mayor and City Councilmembers.

1. We agree with your recommendation that the City Council amend its Personnel Rules to make the Human Rights Commissions Mediation Services a first option, prior to the grievance process, for City employees that are residence of the City of Palm Springs.

2. The Commission will continue to work with the staff support provided by the Human Resources Department.

3. The Human Rights Commission as per Ordinance 1426 should remain as written. The City Manager, Mayor, Councilmembers, and Human Rights Commissioners should all work together to establish a reasonable Budget that will enable the Commission to perform the duties defined by the Ordinance 1426.

Role of the Human Rights Commission

Mediation

Community Education & Training

Investigative ~~reprehensibilities~~ *RESPONSIBILITIES*

Convener and facilitator of human rights issues in the community

4. All meetings of the Human Rights Commission should be televised.

5. Each Commissioner should be allowed to purchase his own business cards.

(We have a recommended design for your approval.)

6. Clarification of meeting sites for the commission. (The completion of the renovation at City Hall has resolved this conflict.)

Also I would like to confirm the date in October you were planning to meet with the full commission, October 9th or October 23rd. I hope we can make our final report to the Mayor and City Councilmembers this month too.

Respectively,

Jake