

# Strategic Action Plan 2022-2027



## MISSION

To promote positive human relations, respect, and the integrity of every individual regardless of gender, religion, culture, ethnicity, sexual orientation, age, or citizenship status.

## VISION

To foster mutual esteem, justice, equity, and dignity of every individual.

## STRATEGIC FOCUS AREAS GOALS



### Identify, Address, and Examine Root Causes of Community Concerns

- Foster mutual esteem, justice, equity, and dignity of every individual.
- Advocate for policy and or program change to ensure that these incidents do not happen in the future.
- Ensure that the public is aware of resources and provide an opportunity for the public to have another level of accountability of actions to improve quality of life.
- Reduce economic disparities across the region.
- Create awareness and become knowledgeable on issues to help advise County departments and residents on response and issues. Ensure people who don't feel seen are seen in our efforts.
- Leave a strategic planning template and approach to addressing disparities and influencing equitable change in County Government.



### Become Liaison in Civil Peace

- All residents are aware of the process and resources to report hate crimes.
- Accountability for crimes or incidences against a person, group or property motivated by the victim's real or perceived social group.
- Unify communities, build awareness to create civil dialogue to build a level of trust between community and the commission through collaboration and partnerships.



### Foster Healthy Relationships

- Create Healthy relationships between County residents, community groups and law enforcement.
- Create safe spaces to discuss opposing points of view and enable people to tell their stories to each other in support of building understanding, acceptance and bridging the gap.
- Authentic celebration and representation of diverse groups.
- Ensure all people are represented equally and people of all walks of life are treated fairly.



### Communicate with and to the Public

- Increase accessibility and transparency in county government.
- Increase public trust and catalyze collaborations.
- Increase sharing of information on resources that benefit the community.
- All residents are aware of the process and resources to report hate crimes.
- Accountability for crimes or incidences against a person, group or property motivated by the victim's real or perceived social group. \* State of California Dept. of Justice Rob Bonta Attorney General.
- Unify communities, build awareness to create civil dialogue to build a level of trust between community and the commission through collaboration and partnerships.



### Conduct/Provide Educational Experiences

- Create safe spaces to have community conversations about race and hate crimes to promote positive human relations and community build.
- Eradicate hate incidents in schools and provide a space for youth to learn how to promote positive human relations.
- Change the narrative around normalizing the conversation around race and it's impact on society and ethnic studies being taught in schools.
- Bring community together and be aware of diversity and raise the importance of diversity.

## Get In Touch.

✉ [Andrew.Strong@sdcounty.ca.gov](mailto:Andrew.Strong@sdcounty.ca.gov)

☎ (619)555-5555

🌐 [www.SanDiegoCounty.gov](http://www.SanDiegoCounty.gov)



# Strategic Focus Area Goals & Actions



## Identify, Address, and Examine Root Causes of Community Concerns

### GOALS

- ◆ Foster mutual esteem, justice, equity, and dignity of every individual.
- ◆ Advocate for policy and or program change to ensure that these incidents do not happen in the future.
- ◆ Ensure that the public is aware of resources and provide an opportunity for the public to have another level of accountability of actions to improve quality of life.
- ◆ Reduce economic disparities across the region.
- ◆ Create awareness and become knowledgeable on issues to help advise County departments and residents on response and issues. Ensure people who don't feel seen are seen in our efforts.
- ◆ Leave a strategic planning template and approach to addressing disparities and influencing equitable change in County Government.

### ACTIONS

- ◆ Put the minutes and recordings on the website within 48 hours of meeting.
- ◆ Create press release or activity to address incidents.
- ◆ Utilize the data from the research to document the stated issues. Host town halls and commission presentations for public information and feedback in areas such as: Protection of the homeless, decriminalizing homelessness, Jail Deaths, Mental Health.
- ◆ Work with the County's department of economic development to understand the landscape and partner to support advocate for and develop programs to reduce economic disparities. Hold forums in our most underserved and under sourced communities and in partnership with ECC and County Office of Education to educate on wealth building solutions.
- ◆ Hold educational forums with subject matter experts in the field to better understand the landscape of issues relating to the legacy of racism and prejudice in the county.
- ◆ Work with community partners and County departments to review and discuss County policies and procedures to root out structural and systemic racism among other areas that create disparities.



## Become Liaison in Civil Peace

### GOALS

- ◆ All residents are aware of the process and resources to report hate crimes.
- ◆ Accountability for crimes or incidences against a person, group or property motivated by the victim's real or perceived social group.
- ◆ Unify communities, build awareness to create civil dialogue to build a level of trust between community and the commission through collaboration and partnerships.

### ACTIONS

- ◆ Develop campaign to ensure that reporting is accessible, easy and well-known how to use the DA Hate Crime Complaint Portal in next two months.
- ◆ Work to create appropriate partnerships with subject matter experts to develop the commissions' role in ensuring all acts of hate are treated with the same level of respect and importance.
- ◆ Have a continued presence in the community at events and forums throughout the year. Members of the commission should collaborate and share information about the commission and the commission's role with their member organizations.

# Strategic Focus Area Goals & Actions (cont.)



## Foster Healthy Relationships

### GOALS

- ◆ Create Healthy relationships between County residents, community groups and law enforcement.
- ◆ Create safe spaces to discuss opposing points of view and enable people to tell their stories to each other in support of building understanding, acceptance and bridging the gap.
- ◆ Authentic celebration and representation of diverse groups.
- ◆ Ensure all people are represented equally and people of all walks of life are treated fairly.

### ACTIONS

- ◆ Develop surveys and hold focus groups to gain insight into the current state of relationships with law enforcement to establish a baseline.
- ◆ Work with the DOJ Community Relations Service to create a plan around 2-3 specific issues that the Human Relations Commission can work on each year.
- ◆ Promote the Annual Awards Event throughout the year to solicit nominations in preparation for the event. Promote and attend other community events that celebrate diversity.
- ◆ Work with County staff to conduct analysis and receive a presentation on the current state of Boards and commission to develop recommendations for recruitment and outreach.



## Conduct/Provide Educational Experiences

### GOALS

- ◆ Create safe spaces to have community conversations about race and hate crimes to promote positive human relations and community build.
- ◆ Eradicate hate incidents in schools and provide a space for youth to learn how to promote positive human relations.
- ◆ Change the narrative around normalizing the conversation around race and it's impact on society and ethnic studies being taught in schools.
- ◆ Bring community together and be aware of diversity and raise the importance of diversity.

### ACTIONS

- ◆ Work with OERJ, community partners and organizations to plan and hold at least 4 small group sessions by the end of 2022.
- ◆ Work with OERJ to develop the scope of work and participate on the Source Selection Committee to implement a program by Winter of 2022.
- ◆ Have the HRC Youth Subcommittee conduct a campaign in fall of 2022 to promote positive race relations and racial and ethnic teachings in school.
- ◆ Host a speaker or panel on at least two issue areas by close of 2022. One focusing on these issues as it relates to our schools (LGBTQ, Black, Arabic, multigeneration, gender bias, etc....).



## Communicate with and to the Public

### GOALS

- ◆ Increase accessibility and transparency in county government.
- ◆ Increase public trust and catalyze collaborations.
- ◆ Increase sharing of information on resources that benefit the community.

### ACTIONS

- ◆ Establish web presence and point people to County website to uplift issues of concern to marginalized communities; Commissioners attend events in the community throughout the year.
- ◆ Hold community forums in each district's cultural center quarterly that engages diverse communities in order to share HRC objectives and listen to concerns from community re: hate crimes and other human rights issues
- ◆ Consistent sharing of resources that build on community concerns.