



City of Dallas

Human Rights Commission Follow-up, Engagement, Findings, and Feedback

**Workforce, Education, and Equity
Committee
April 9th, 2024**

**Dr. Lindsey Wilson, Director
Christina da Silva, Assistant Director
Chris Graves, Human Rights Officer
Office of Equity & Inclusion**

Presentation Overview



Section I: Recap

- WEE Memo: Human Rights Commission
- Key Questions and Themes

Section II: Engagement

- Commissions' Input
- External Cities' Feedback and Learnings

Section III: Findings

- Opportunities
- Considerations
- Direction from WEE





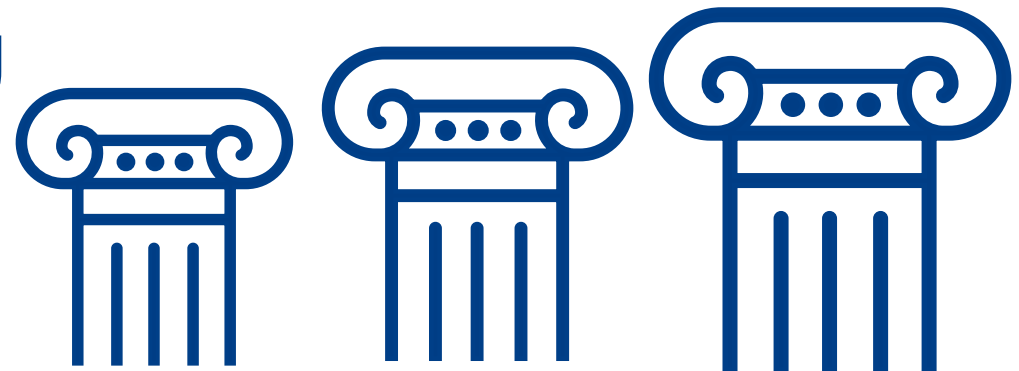
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Recap of Human Rights Commission



February 2024 WEE Memo Highlighted:

1. Consideration for Commission Structure
 - Human rights holders have cross-cutting identities (i.e., intersectionality)
2. The FIFA Human Rights Framework and Three Pillars:
 - Inclusion and Safeguarding
 - Worker's Rights
 - Access to Remedy



Key Questions and Themes



- 1 Inquiries around the Structure and Council Wanting to Examine Alignment
- 2 Functions, Roles and Responsibilities
- 3 Membership Guidelines and Requirements





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Local and National Engagement



Engagement Summary



Our engagement efforts focused on the Veteran Affairs' Commission and Commission on Disabilities, and reaching other U.S. cities with Human Rights Commissions.



**Veteran's &
Disabilities
Commission**



**18 U.S.
Cities**



Existing Commissions' Feedback



Gathered input from **Veteran Affairs Commission (VAC)** and **Commission on Disabilities** in March 2024.



Topics included:

- Feedback on current structure
- Input on how to structure the Human Rights Commission while advancing their issues
- Identification of any issues around representation and/or effectiveness



Commissions Feedback



Cross-cutting themes from the existing Commissions ranged from:

- Increasing visibility of the rights of people with disabilities by considering their multiple identities (i.e., intersectionality)
- VAC saw less of a benefit in multiple identities approach.
- Increasing effectiveness through synergy of human rights holders on key issues (i.e., LGBTQIA+).
- Consistent theme to not forget veterans or people with disabilities if combining.





Engaged **18 U.S. cities** on their Human Rights - Relations Commissions (**HRCs**).

- Cities ranged from east to west coast with NYC as largest engaged.

Topics included:

- Structure and Functions
- Key Practices
- Challenges



U.S. Cities Contacted



1) San Francisco, CA

2) Des Moines, IA

3) Iowa City, IA

4) **Chicago, IL**

5) Bloomington, IN

6) New Orleans, LA

7) Boston, MA

8) Ann Arbor, MI

9) Baltimore, MD

10) Columbia, MO

11) **New York City**

12) Durham, NC

13) **Philadelphia, PA**

14) Pittsburgh, PA

15) Charlottesville, VA

16) Tacoma, WA

17) Fort Worth, TX

18) Austin, TX



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Findings

Key Practices



Several Key Themes Emerged

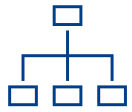
- Focus on core responsibilities
- Foster effective membership
- Maintain bi-directional communication with community to identify emerging issues
- Align the Commission with existing strategic efforts
- Stagger terms
- Enforcement mechanisms



Structure and Functions



Varied on size and scope of membership.



Include both community-facing programming and enforcement through HUD.



Offered know your rights awareness, co-organized forums.



Some had ability to add human rights protections beyond federal and state law.



General Themes that Emerged



- Challenges
 - Building trust with communities.
 - Referring cases if no jurisdiction (HUD).
 - Ordinance may limit scope.
 - Balancing HRC plans with volunteer Commissioners.
 - Limited organizational capacity.
 - Fostering collaboration among Commissioners.



General Themes that Emerged



- Effective Strategies
 - Consider addressing gaps (i.e., know your rights efforts addressing hate crimes across protected categories).
 - Foster inter-Commission collaboration.
 - Ensure equal representation of protected classes.
 - Meet public safety needs in non-law enforcement capacity.
 - Adopt innovative approaches to address human trafficking (i.e., U and T Visa).



Opportunities and Considerations



- Opportunities
 - Potentially increase effectiveness on key issues through approach bridging multiple identities.
 - Adopt innovative focus areas aligned with WEE including veterans, people with disabilities, LGBTQIA+, workers, re-entry, and hate crimes.
- Considerations
 - OEI already addresses housing discrimination through Fair Housing.
 - Developing robust community-relations structure with community buy-in.
 - Align mission of HRC with Council priorities and governing ordinance.



Direction from WEE and City Council



- **Next Steps**
 - Receiving further direction from WEE Members and City Council before any recommendations.
 - Encouraging Council Members engage with their Veteran's and Disabilities' Commission appointees.



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