



**KirkwoodHuman  
RightsCommission**  
**STRATEGIC PLAN**

Revised 01/29/22

**Vision:**

To be a visible and effective human rights advocate, a leader in the community addressing issues of discrimination and bias, and to serve as a point of contact and resource for the Kirkwood community.

**Mission:**

To promote and celebrate the values of diversity and the elimination of discrimination and bias based on economic status, race, color, religion, gender, national origin, ancestry, marital status, physical or mental disability, familial status, sexual orientation, and gender identity; provide assistance in resolving citizen complaints; promote positive human relations and educational opportunities for the Kirkwood community and facilitate enhanced community connections.

**Core Values:**

Appreciate diversity, embrace issues of concern with respect, teamwork and integrity, and be proactive and inclusive in addressing issues.

**Strategic Plan**

**A. Monitor and review communication resources.**

1. Maintain and enhance the Commissioner's Facebook page. Contact the City's Communications Manager and the Webster-Kirkwood Times as appropriate regarding upcoming events and communications.
2. Review and revise the Commission's utility insert annually and other related Commission literature as needed.
3. Develop a list of community resources for human rights and social justice issues. Update as necessary.

**B. Build Collaborative relationships with community-based organizations, faith communities, media outlets, and other groups to more effectively promote human rights and social justice.**

1. Promote involvement with organizations that address human rights issues. Report activities and initiatives of these groups as they address discrimination and bias. Recommend inviting members of these groups to attend Commission meetings and share their activity initiatives and agenda. Recommend presentations by guest speakers at Commission meetings.
2. Participate in City, Police Department and/or neighborhood events, e.g., Hot Dog Days of Summer, Annual M.L. King Jr. Celebration, Cars and Guitars.
3. Engage youth through co-sponsoring the Annual Art Exhibit at Kirkwood Public Library, the Annual Essay Contest, having Kirkwood High organizations such as Gender Sexuality Alliance and the Coalition Club make presentations at KHRC meetings.

4. Solicit public nominations of individuals for the Denis Hart Award: those who have made significant contributions to the community in promoting human rights and social justice issues.
  5. Participate in community events to share concerns, discuss issues, promote diversity, equity, and inclusion.
  6. Present an annual public event, e.g., a forum or hosting a guest speaker.
- C. Ensure Commissioners participate in training experiences.
    1. Attend biennially City-sponsored training regarding Commissioner duties and responsibilities.
  - D. Prepare quarterly reports of KHRC activities, approve and submit an Annual Report to the City Council and present it at a Council meeting.
  - E. Promote equity, diversity, and inclusion in transportation, movement, employment, and housing to the City Council.
    1. Promote the KHRC's Employment Initiative Program thru publicity on the KHRC Facebook page, the Special Business District E-Bulletin, and other media when possible. Contact business owners about the Program.
    2. Provide input regarding equity concerns in implementation of Vision Zero Program (movement and transportation).
  - F. Meet Quarterly with the Police Chief addressing Department demographics, training, complaints, taser deployments, traffic stops, and additional topics as appropriate. Prepare a Quarterly Report of these meetings.
  - G. Meet regularly with Kirkwood School District Administrative Staff regarding Staff diversity, achievement and discipline disparities, and other topics related to equity and inclusion.
  - H. This Strategic Plan is to be reviewed and updated every three years at a minimum. The KHRC may elect to review and modify this plan at any time.