



CITY OF TOLEDO
HUMAN RELATIONS COMMISSION

City Council Neighborhoods and Community Development Committee

Thursday, March 2nd, 2023

CITY OF TOLEDO

HUMAN

RELATIONS

COMMISSION

13 Mayor Appointed Members of the Community

- Previously the Board of Community Relations did similar work in Toledo
- Mayor Kapszukiewicz proposed the HRC to reduce violence, support tolerance building efforts, coordinate mediations, and support social justice initiatives in Toledo
- City Council approved the first members of the HRC in June 2018

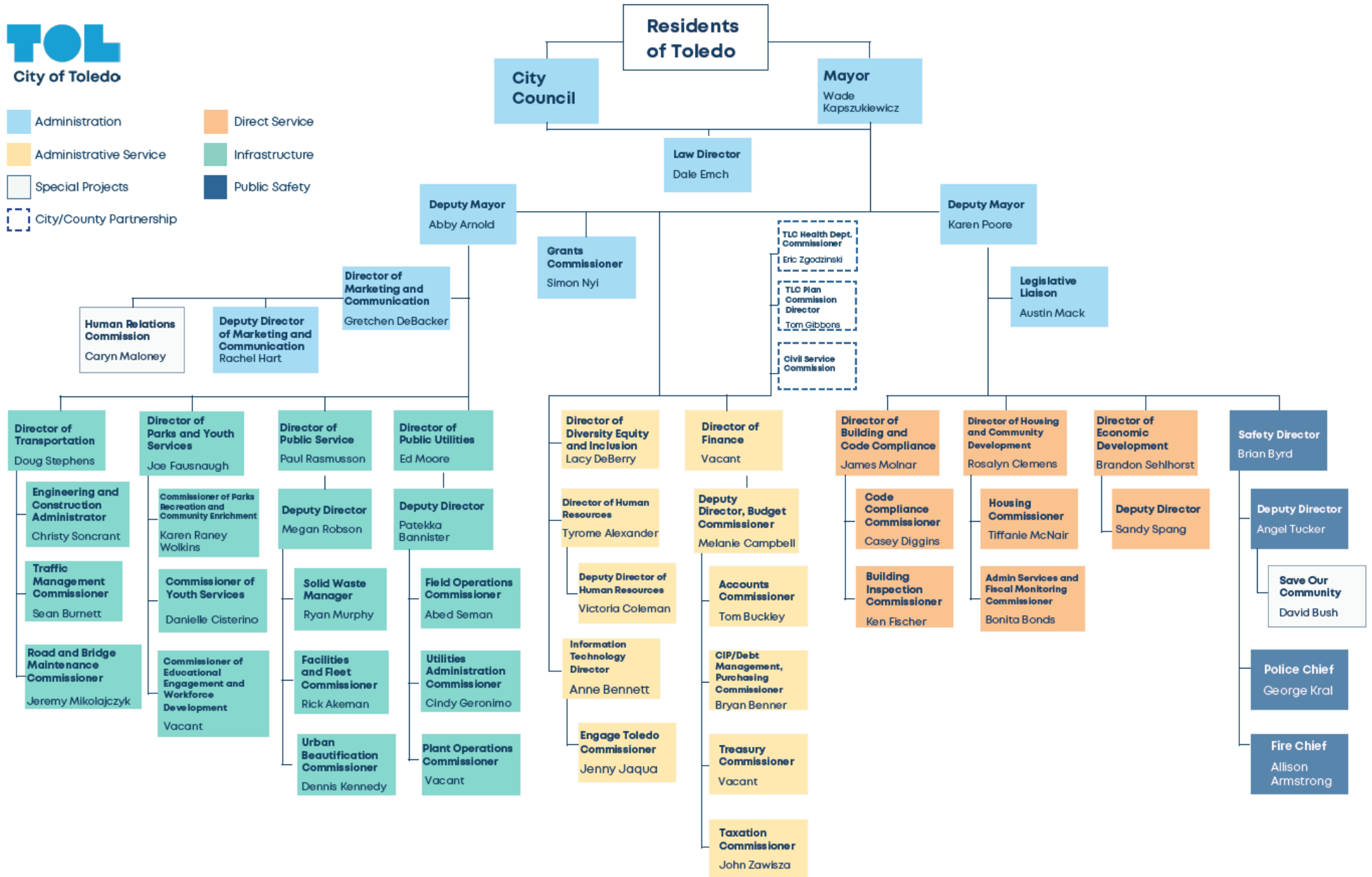
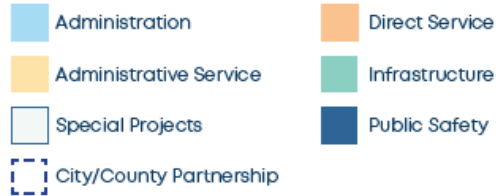
CITY OF TOLEDO

HUMAN

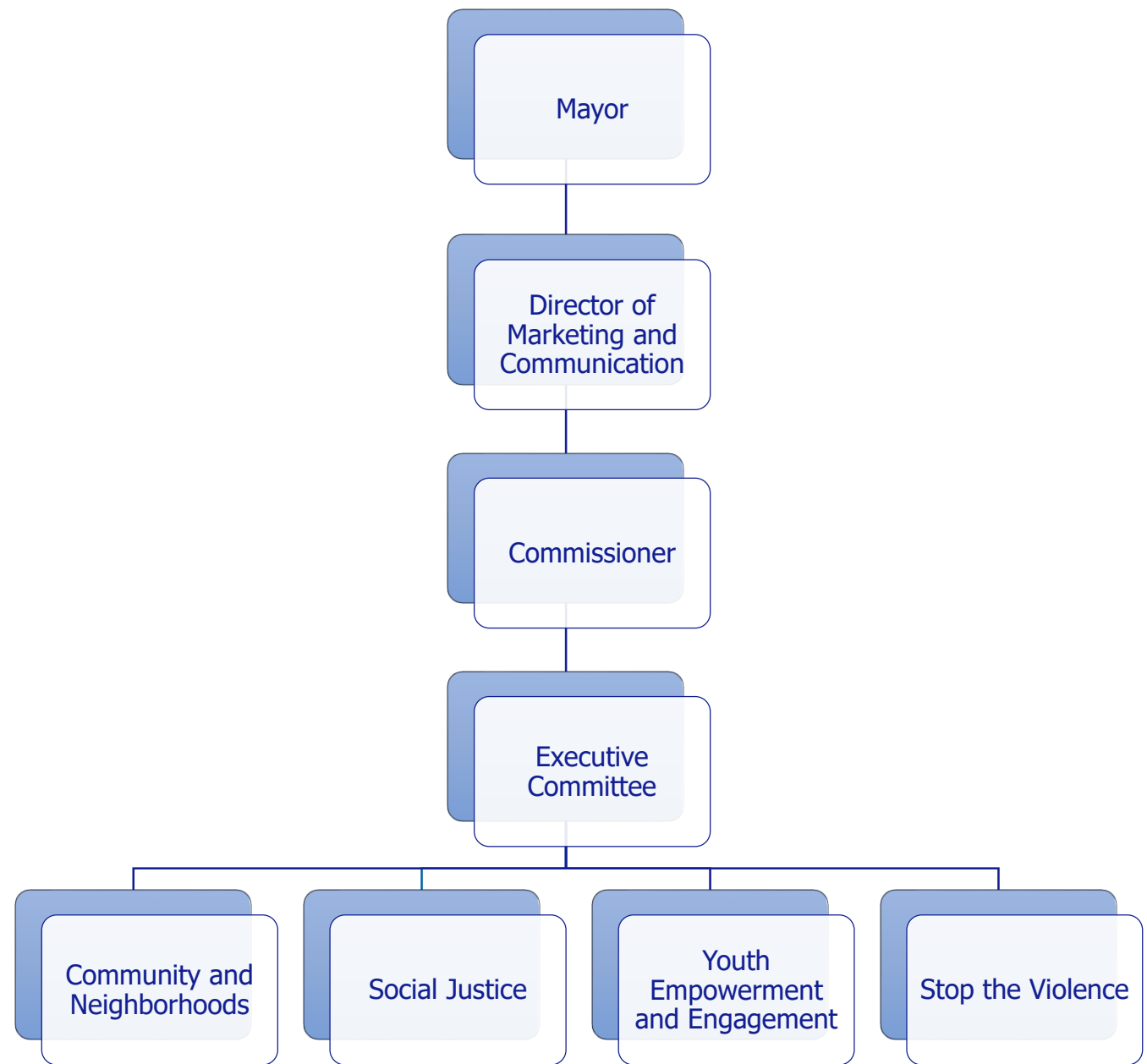
RELATIONS

COMMISSION

The Human Relations Commission shall endeavor to support a safe, energetic, and livable city. The Commission will support residents working to overcome prejudice and build mutual respect.



Structure of the HRC



A photograph of two women sitting at a conference table in a meeting room. The woman on the left is older with blonde hair, and the woman on the right is younger with dark curly hair. They are both smiling and looking towards the right. The room has a large window, a potted plant, and a television on the wall. The entire image is overlaid with a blue tint.

ROLES AND RESPONSIBILITIES

MAYOR'S OFFICE

Shall serve as a bridge for the Commission to the Administration of the Mayor's Office

- Is responsible for overseeing the budget and facilitating the approval of budget requests
- Shall assist with the creation of media campaigns
- Working with the Marketing and Communications Department
- Shall assist with the logistics of events

Create and facilitate meetings on behalf of Commission members as needed

Attend monthly Executive Committee meetings, monthly Full Commission meetings, and weekly Executive Committee touch base meetings

- Attends Committee Meetings as needed or requested

Can aid in advocacy, if needed

EXECUTIVE COMMITTEE (LIAISONS)

Chair: Will conduct Commission meetings, budget oversight, spending, set agendas, direct the Executive Committee, and serve as Commission Spokesperson

1st Vice Chair: Will work in conjunction with the chair on planning and agendas, will sit for the Chair as needed, will be responsible to direct and manage the work of the Commission Committees

2nd Vice Chair: Will work in conjunction with the chair, will step in for 1st Vice Chair when needed, will be responsible for educating the Commission on issues the Commission can address, will be responsible for bringing in a speaker to present information to the Commission at the monthly meetings

Secretary: Will work in conjunction with the Executive Committee on agendas, will communicate reminders of meeting dates and times as well as handle correspondence and help with marketing and communications

Mediation Chair: Will serve on the Executive Committee to manage the mediation process

City Council assigns an ex-officio member to serve as a connection to City Council and aid in function of the HRC – Dr. Tiffany Whitman

One member of Exec will represent the HRC on:

- Welcome TLC/Sister Cities
- CEDAW
- Getting Healthy Zone

LIAISONS

Executive Members shall serve as liaisons to Committees in an advisory capacity

- Attend committee monthly meetings and relay information/questions to the Executive Committee during weekly touch base meetings

Meeting requirements:

- Monthly Executive Committee Meetings – 2nd Monday of every month
- Monthly Commission Meetings – 3rd Monday of every month
- Monthly Committee Meetings – varies by committee, subject to change
- Weekly Executive Committee Touch Bases – Friday afternoon

EXECUTIVE BOARD

Chair: Erin Baker

1st Vice Chair: Nina Corder

2nd Vice Chair: *Vacant*

Secretary: Penny Tullis

Mediation Chair: Raina Dawson

Mayor's Office Staff

Commissioner: Caryn Maloney

Administrative Assistant: Amari Baker

*pending approval**

COMMISSION MEMBERS (CO-CHAIRS)

Each Commission Member will serve as a Co-Chair to a Committee and has the following responsibilities:

- Attend monthly Committee meetings
- Attend monthly Full Commission meetings
- Attend 50% of ALL activities, events, and programs put on by the HRC
- Attend ALL activities organized by your specific committee
- Share and promote activities within social media and networks
- Track attendance of Committee Meetings and upload minutes into Basecamp
- Work with the liaisons to connect with the Executive Committee and Mayor's Office in order to execute goals

COMMITTEE MEMBERS

- Engage meaningfully with your committee by attending all monthly meetings
- Attend all events planned by your committee.
- Attend 2 Commission events not planned by your committee.



2023 COMMITTEE GOALS



Community & Neighborhoods will work on multicultural activities for neighborhood engagement and community development.

Co-Chairs: Michael Alexander and Jonathan Dorcely

Exec Liaison: Penny Tullis

Meets first Wednesday of the month at 6:30pm



2023 Goals

Goal 1: Host 4 neighborhood cleanups.

Goal 2: Increase connection with neighborhood organizations and community groups by creating and implementing a system to track committee member involvement and community and neighborhood group feedback

Goal 3: Create an educational campaign for Toledo residents about Code Compliance

Goal 4: Support the Frederick Douglas Center and surrounding community to determine how the community wants to use their community garden space and support them to implement that plan

Goal 5: Host National Night Out, or a similar HRC sponsored event, to increase connection and resources to our community

Goal 6: Increase engagement of existing CN committee members and continue looking for interested people to join the committee.



Social Justice will work to build mutual respect, understanding, and acceptance in our community by promoting equality, advancing equity, and celebrating our inclusivity.

Co-Chairs: Ronald Wells, Jr. and *VACANCY*
Exec Liaison: Nina Corder

Meets second Tuesday of the month at 6pm



2023 Goals

Goal #1: WIMBY Campaign

- Establish a movement that engrains WIMBY message throughout 2023

Goal #2: Establish joint campaign/advocacy between all four HRC Committees

- In partnership with the other HRC committees, organize a second Human Library event

Goal # 3: Launch Connecting and Belonging (CAB) event

- Expand knowledge of HRC by connecting with grassroots organizations, in turn creating more partnerships
- Collect data on what social justice issues are important to our region

Goal #4: Community organizing efforts for the City of Toledo's anti-discrimination process



Stop the Violence will work with safety forces and community agencies toward ending all violence in the city.

Co-Chairs: Sierra Webb and *Vacancy*

Exec Liaison: *Vacant*

Meets fourth Thursday of the month at 6:30pm



2023 Goals

Goal 1: Establish a healthy committee with ten members attending 50% of the meetings and events.

- Committee should include a representative from Toledo Safety Forces, Save our Community, Toledo Public Schools and the faith community.

Goal 2: Collaborate with Save our Community for a 72-hour response to shootings

Goal 3: Continue to work on the eSports pilot programs.

- Pilots will be launched Q1-3 within the Library system with a large tournament in Q4
- Build the eSports mentorship program with partner programs
- Collaborate with the YEE committee to ensure a larger reach

Goal 4: Partner with the other committees to implement violence stopping efforts into the HRC as a whole



Youth Empowerment & Engagement will work to engage City of Toledo youth in positive activities, job training, and education

Co-Chairs: Teresa Alvarado and Joe Peterson

Exec Liaison: Erin Baker

Meets second Wednesday of the month at 6pm



2023 Goals

Goal 1: Build and develop the committee

- Evaluate the makeup of the committee
- Reach out to previous members
- Seek and engage new members when appropriate
- Ensure that all members engaged and aligned with the committee's goals

Goal 2: Develop and maintain calendar for YEE programs & events

- Host job fair(s) for students
- Assist with the Kid Mayor Initiative
- Coordinate Human Library for youth
- Support other youth programs and events
- Identify measurable goals with each event

Goal 3: Identifying opportunities to support other youth groups and organizations

- Contact youth groups and create contact list of youth groups and organizations
- Help promote and share their work and stories
- Collaborate with the City of Toledo, Youth Services Department



2023 Goals

Goal #1: increase metrics (completed mediations, referrals, calls received, etc.) by 10%

Goal #3: increase program awareness through public education, in addition to passing out materials to local businesses and non-profits

Goal #2: expand the mediation program by contracting a part-time staff member

Goal #4: attend mediation trainings



Email: HRC1@Toledo.ohio.gov

Phone: (419) 245-1518

Mediation Questions: HRCMediation@Toledo.ohio.gov

Engage Toledo: 419-936-2020

Download the Engage Toledo APP

**SO WHERE DOES THAT
LEAVE US FOR 2023?**

2023 Proposed Budget Highlights & Initiatives

2023 Events and Programs			
Q 1: Jan - Mar	MLK Celebration and Experience Internal CAB Retreat Kid Mayor Kickoff Better Toledo Trainings: Critical Race Theory and Confronting Racism Fund to Foster Belonging Grant Application and Program Development	Advocacy Code Enforcement Department of Community and Neighborhoods Save Our Community Parks and Youth Department Welcome TLC	M E D I A T I O N
Q 2: Apr - June	Human Library Youth Job Fairs Better Toledo Trainings: Redlining in Toledo, Cultural Diversity Neighborhood Cleanups Iftar Juneteenth		
Q 3: July - Sept	Friends of the HRC Event Adaptive Sports Tournament eSports Neighborhood Cleanups Welcoming Week Pride TMA Sensory Tent Better Toledo Trainings: Disability Etiquette, LGBT+ Safe Zone, Mental Health and the Migrant Community		
Q 4: Oct - Dec	Neighborhood Cleanup Team Building		

KEEPING ORGANIZED IN 2023

Event Plan

Budget Requests

Sponsorship Requests

Marketing

- MarCom Department
- Make media requests 30 days BEFORE desired media rollout
- This includes social media
- Social Media
- Like the COT Facebook Page:
<https://www.facebook.com/cityoftoledo>
- Share stories and promote HRC events, etc. on your social media platforms

2023 COMMISSION PROJECTS



IMMIGRATION AND BELONGING



WELCOMING
AMERICA

- The City of Toledo announced in September that they are certified welcoming through a national non-profit Welcoming America
- Have since applied to a grant to cultivate belonging through empowering immigrants through a series of community conversations

BETTER TOLEDO TRAININGS

<https://www.toledolibrary.org/bettertoledo>

CONTACT INFORMATION

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Thank you.

➡ toledo.gov