

HHS 3-5-14
1:30 pm

Barnstable County Human Rights Commission
Budget Request 2015 with narrative

Summary for HRC Review

Line #	Description	FY 2014 Actual	FY 2015 Request
<u>Part I: Contracted Services</u>			
5299	Contracted services of coordinator <i>Reflects that the work of the HRC has grown substantially in the past 18 months with increased outreach, expanded work through Strategic Plan committees, and bigger, more professionally managed events, including the Human Rights Academy. This is a proposed increase of \$5 per hour.</i>	\$ 35,000	\$ 43,750
5299	Interpreter services; Website maintenance <i>We needed fewer interpreter hours than anticipated in last year's budget and will need assistance maintaining our new Website through the year.</i>	2,800	2,000
<u>Part II: Supplies & Services</u>			
5213	Telephone <i>Not needed since office is now in Barnstable County Complex.</i>	100	0
5214	Internet <i>Not needed since office is now in Barnstable County Complex.</i>	0	0
5242	Training <i>Two planned training sessions conducted by Massachusetts Commission Against Discrimination.</i>	0	1,500
5282	In-State Travel <i>Available only to commissioners and town representatives.</i>	1,500	500
5291	Advertising <i>For Human Rights Day advertising in three languages and new ads for events such as No Name-Calling Day, in support of schools in the County.</i>	0	2,500
5294	Freight <i>No anticipated need.</i>	100	0
5295	Printing <i>Reflects increase in printed materials for Strategic Plan committee projects.</i>	1,800	2,500
5298	Miscellaneous Contractual Special Projects	0	0

5340	Food	4,500	5,000
	<i>Reflects increase in attendance at HRC events plus one added event for Strategic Plan committee project.</i>		
5361	Postage	300	300
5369	Office Supplies	500	750
	<i>Reflects increased need for materials to support Strategic Plan committees.</i>		
5399	Miscellaneous Supplies	1,000	750
5369	Miscellaneous Rental	400	800
	<i>Reflects increase rental costs for Human Rights Academy sites.</i>		
TOTAL		\$ 48,000	\$ 60,350

One further note. All commissioners (9) and town representatives (currently 9)* serve the Human Rights Commission as volunteers. A survey of these volunteers revealed that each spends considerably more time than simply attending the monthly Commission meetings in tasks such as attending Strategic Plan committee meetings, doing research for Strategic Plan projects, outreach to local schools in support of the Human Rights Academy (HRA), attending two full-day HRA sessions each year, attending external meetings and training sessions, representing the HRC at public events, organizing HRC outreach/fundraising events, appearing on local television or radio programs on behalf of the HRC, meeting with clients and doing follow-up work for them, and following up with local media on HRC press releases.

We estimate that the total number of hours donated by the commissioners and town represented is 1,873. At a conservative value of \$25 per hour, the value of their time is \$48,825.

In addition, the 17 Human Rights Academy teams conduct many projects, several of which raise money for local, national, and international efforts such as food pantries, back-to-school backpacks, stocking stuffers for Salvation Army, food and money for homeless shelters, funds to dig fresh water wells and supply a clinic in Kenya, donations of clothing and funds to refugees in Darfur, support for villages trying to rebuild after the Haiti earthquake, coat drives, repainting and furnishing a "teen room" at the Boys and Girls Club, and a multi-school talent show that raises funds to support veterans and homeless prevention. This does not include all their projects to raise awareness, end hate speech and bullying, educate about dating violence or hunger or conflict minerals in electronic devices, prisoner rights, and more.

We estimate that the money raised by the HRA students annually exceeds \$40,000. The value of their time and the time their advisors put into HRA projects is beyond measure.

* We recently welcomed two additional Town Representatives, from Truro and Brewster. An updated list of the Town Representation Council is attached, along with a list of commissioners and their terms.

**Barnstable County Human Rights Commission
FY 2015 Goals and Objectives**

(BASED ON THE HRC STRATEGIC PLAN, APPROVED 12.3.12)

1. Direct Response to Possible Human Rights Violations

GOAL: *Continue to respond to individual queries and formal complaints of discrimination as received.*

TASKS:

- Gather all appropriate information from client and others involved in issue.
- Mediate resolution wherever possible.
- Refer client to other entities (Legal Assistance, Housing Assistance Corporation, Massachusetts Commission Against Discrimination, EEOC, local housing authorities, etc.) as appropriate.

MEASURABLE OUTCOMES:

- Resolve or refer clients' concerns within one month of initial call, or sooner if possible.
- Document outcomes whenever possible.

2. Public Relations and Information

GOAL: *Continue increasing the public presence of the Human Rights Commission within the County.*

TASKS:

- Distribute the English, Spanish and Portuguese versions of HRC brochure widely.
- Expand the use of social media and traditional press to publicize the Human Rights Academy more broadly.
- Participate in community access television programs and local radio news programming as appropriate.
- Develop a presentation to inform organizations and the public about the HRC's mission and work.
- Maintain a separate HRC website for the HRC to allow for useful and timely dissemination of information about HRC proceedings, tasks, and projects.
- Ensure that HRC listings in bfind and 2-1-1 databases are accurate and up to date.
- Ensure that Town Representatives make a report for their Town's Annual Report.
- Ensure that County Commissioners, Assembly of Delegates, etc. receive periodic updates about the work of the HRC.

MEASUREABLE OUTCOMES:

- Track contacts from various populations within the County.
- Track publicity in print and other media re: Human Rights Academy and students' accomplishments.
- Complete four access television or radio presentations in FY 2015.
- Make presentations to two County-based organizations in FY 2015.

- Make two presentations to non-County organizations in FY 2015.
- Increase contacts on Facebook and County website.
- Hold outreach meetings at four locations across the Cape.

3. Education

GOAL: *Actively support the growth of the Human Rights Academy and other educational opportunities across the County.*

TASKS:

- Engage religious schools in Barnstable County to become part of the Academy.
- Revise content and format to reflect the needs of middle school students.
- Develop a format consistent with the Massachusetts school system's social science frameworks.
- Increase engagement with higher education in Barnstable County, to align HRA content and other workshops with professional development for teachers.
- Work with Cape Cod Regional Transit to facilitate student transportation to the Academy.
- Explore developing a human rights film festival; if feasible, purchase films for same.

MEASUREABLE OUTCOMES:

- Addition of at least two religious schools to HRA membership in FY 2015.
- Expand participation of middle schools in the HRA.
- Approval by social studies faculties of HRA content as it relates to Massachusetts social science frameworks.
- Increase shared transportation to HRA from outlying schools as needed.
- Present human rights films to at least two audiences in FY 2015.

4. Partnerships

GOAL: *The HRC will operate as a collaborative partner on a range of projects and issues affecting the County.*

TASKS:

- Ally with entities addressing similar issues to increase effectiveness of programs.
- Remain in communication with the County's Health and Human Services Advisory Council (HHSAC), CHNA27, Regional Coalition to Address Homelessness, and other entities working on issues where human rights violations are more likely.
- Reach out to more local business owners, fraternal/civic organizations, and entities such as Chambers of Commerce and Cape Cod Women's Coalition.
- Ensure that HRC listings in befind and 2-1-1 databases are accurate and up to date.
- Ensure that Town Representatives make a report for their Town's Annual Report.

MEASURABLE OUTCOMES:

- Increase list of partner groups within FY 2015.
- Increase exchange of information with HHSAC, CHNA27, etc.
- Maintain formal partnerships with at least two Cape-based entities outside County government.

5. Funding and Fundraising

GOAL: *The HRC will increase and diversify its financial support in order to better carry out its mission.*

TASKS:

- Increase membership in the Friends of the HRC in order to increase its fundraising activities
- Create clear priorities and message(s) regarding the need for external HRC funding
- Develop more project-focused grant writing (HRC can articulate its demonstrated success, its partners, its competence, its results, its vision, and its work program)
- Seek external funding for contracted services to manage the Human Rights certification for County businesses.

MEASURABLE OUTCOMES

- Add three new members to the Friends Board of Directors
- Engage in grant writing to secure at least one externally funded grant to support an HRC project.

6. Projects

GOAL: *The HRC will identify and undertake projects to respond to County needs identified by HHSAC and other groups.*

TASKS:

- Initiate projects, utilizing external funding, related to specific County needs, especially in the areas of:
 - focused community outreach and education
 - job discrimination,
 - age discrimination
 - housing discrimination
 - voter rights discrimination
 - discrimination against immigrants
- Continue to strengthen internal technical skills in responding to and processing cases of alleged discrimination and violations of human rights.

MEASURABLE OUTCOMES:

- Plan and deliver two programs addressing identified needs within the County.
- Complete skills training in discrimination law, mediation, or other pertinent area, for all Commissioners and Town Representatives in FY 2015.

Barnstable County Human Rights Commission
FY 15 Budget Request: Progress Report on FY 14 Goals & Objectives

[n.b. Because the Human Rights Commission's FY 13 annual report was omitted from the Barnstable County Annual Report, it is attached here for additional detail.]

The following goals are from the BC HRC Strategic Plan, revised 12.3.12.

1. Continue to respond to individual queries and formal complaints of discrimination as received.

We have continued to gather information in a timely manner from all complainants (usually within one day of initial call), mediate resolution where possible, and refer clients to other entities as appropriate. Our goal of resolving complaints within two weeks has, so far, been overly ambitious in more complex cases, particularly involving cases with mental health issues. We have, however, resolved all complaints to date within four weeks, and usually less. We continue to document outcomes when that is possible.

2. Continue increasing the public presence of the Human Rights Commission within the County.

We produced three versions of the new HRC brochure, in Spanish, Portuguese and English (copy of English version attached). Due to effective distribution, we have had to reprint quantities of the Spanish and English versions. Invitations to attend the spring Human Rights Academy, where students report on human rights projects they have done at their schools, will be sent to the press, in order to publicize the extraordinary work these students are doing. We have participated in two access television programs and have plans to participate in at least two more before June. We have posted minutes as well as other bulletins on the HRC webpage as well as our Facebook page. In addition, we have purchased two portable signs for use at events to draw attention to the HRC and its work.

Our mailing list of "friends" has doubled in size and we have reached out personally to these friends as well as public officials and dignitaries about events and news of the HRC.

We are working on a portable HRC presentation to be taken to meetings, designing a free-standing Website that will allow for more flexibility and connections, and gathering information on films and sites for a film festival in the spring.

3. Actively support the growth of the Human Rights Academy (HRA) across the County.

Every high school and middle school in the County -- public (district, regional and charter) and independent, religious, and special needs -- was invited to send a team to the fall HRA. Commissioners and town representatives made personal calls as well to follow up. While our middle school numbers increased, we were not successful in counting religious schools among our HRA teams. Information

provided to advisors at the fall HRA included a list of possible projects and resources, with links to background information. We are exploring ways in which home-schooled students of middle and high school age might be involved in the HRA.

We have set up an electronic calendar of events (maintained by one of the town representatives) for HRA advisors to share events at their own schools and invite other HRA students to attend. We also invited all HRA schools to attend the Human Rights Day breakfast -- two schools did attend.

We are working with Bridgewater State University on earning professional development credits for HRA advisors and plan to approach the CCRTA about possible transportation support for the spring HRA. Aligning the HRA syllabus with state frameworks is an on-going project.

4. The HRC will operate as a collaborative partner on a range of projects and issues affecting the County.

The HRC Partnerships Committee has reached out to local and state groups working on similar issues, particularly immigration law changes and improvements to the J1 summer worker program on the Cape. Through attendance at meetings such as Health and Human Services Advisory Council, the Regional Coalition to Prevent Homelessness, and Community Health Network Area 27, the HRC tracks both evolving issues and areas of coalition work. The Partnerships Committee is beginning to work as well on a "Human Rights Business Certification" program for local businesses.

Members of the Commission and the Coordinator attended the Human Services Department's Aging and Disability Forums, a Lower Cape forum on Poverty, Healing Our Culture of Violence conference, the hearing on proposed gun legislation, and other similar events.

HRC listings on resource sites such as bcfind and 2-1-1 have also been tracked and updates requested.

5. The HRC will increase and diversify its financial support in order to better carry out its mission.

The summer fundraiser sponsored by the Friends of Barnstable County Human Rights Commission, a 501(c)(3) entity, raised funds to support the expansion of the Human Rights Academy to all middle schools in the County. Four schools sent middle school students to attend the fall HRA. The Friends also assist with the Human Rights Day newspaper announcement and provide stipends for our college interns.

6. The HRC will identify and undertake projects to respond to County needs identified by HHSAC and other groups.

In external projects, the Projects Committee has been investigating the anti-bullying law and related guidelines/policies of each school district on the Cape. The committee has designed and begun to implement a campaign to provide support to school districts for No Name-Calling Day on January 22, an unfunded part of the state Anti-Bullying Law.

Internal training was held for all commissioners and town representatives, and a second time for new commissioners and town representatives, about areas of human rights law that relate to complaints the HRC has received, as well as Open Meeting Law. We are working with Massachusetts Commission Against Discrimination to conduct training for the HRC in investigation techniques in the early spring.