

MEMO

Date: September 8, 2022

To: Human Relations Commission (HRC)

From: Working Group
Dr. Michelle Kraus, Commissioner
Alayna Cruz, Staff
Minka van der Zwaag, Staff

Subject: Agenda Item # 5 - Referral from the City Council – Follow up on Recognizing Key Dates to Advance Race & Equity – Draft Framework on process for City Recognition of events, individuals and celebrations.

Introduction

The Council requested guidance from the HRC on treatment of Juneteenth, Cesar Chavez and Dolores Huerta Day, Indigenous Peoples' Day, and Asian American Native Hawaiian/Pacific Islander Heritage Month, and the consideration of Holocaust Remembrance and the Armenian Remembrance Day for local recognition.

In so doing, the HRC has developed a simple framework for Council consideration for City recognition of these events, people and issues across the categories listed below: Service, Celebration, Awareness, Remembrance, and Affinity Groups.

Further please note, that each holiday may encompass several factors that will help in the identification and management of City, Staff and Community involvement. Moreover, the HRC has suggested a process for submission both online and offline from the Community at large.

Draft Framework

Categories

- **Calls to Service** (Service Events, Days of Service) – celebrations of people or events that are a match to the promotion of service within the community.
- **Times of Celebration** - of people, events, and/or *issues*.
- **Awareness Days/Months** – Bring forth awareness of social issues that affect the community, i.e. suicide prevention; and the awareness and honoring the history, triumphs and struggles of different sectors of the community.
- **Days of Remembrance** – City recognition of significant past events and/or persons.

- **Affinity Group Celebrations** – Recognition of different nationalities and their times of celebration

Process for submission of consideration

- Community Initiated
- Staff Initiated
- Commission Initiated

Types of Approval

- Commission recommendation to Council
- Staff Approved
- Council Approved

Levels of Recognition/Celebration

- Base Level – Proclamation/Certificate of Recognition
- Mid-Level - Medium level of staff/financial resources required (i.e. Co-sponsorship, Division/Department level assistance)
- High Level –Significant level of staff/financial resources required

Action at this Meeting

The HRC is being asked to provide a recommendation to City Council on:

1. How to recognize and celebrate the holidays listed in the Council motion - Juneteenth, Cesar Chavez and Dolores Huerta Day, Indigenous Peoples' Day, and Asian American Native Hawaiian/Pacific Islander Heritage Month.
2. Evaluation of the formal addition of Holocaust Remembrance Day and Armenian Remembrance Day for local recognition.
3. A framework laying out a process for City recognition of events, individuals and celebrations.