



CITY COUNCIL TRANSMITTAL


raci... Otto (Dec 23, 2022 14:06 MST)

Rachel Otto, Chief of Staff

Date Received: 12/23/2022

Date Sent to Council: 12/23/2022

TO: Salt Lake City Council
Dan Dugan, Chair

DATE: 12/20/2022

FROM: Kaletta Lynch, Chief Equity Officer



Michelle Mooney, Equity Manager



SUBJECT: Human Rights Commission (HRC) End-of-Year Report

STAFF CONTACTS: Michelle Mooney, Equity Manager, michelle.mooney@slcgov.com

DOCUMENT TYPE: Informational item pursuant to city ordinance Ord. 5- 22, 2022: Ord. 50-21, 2021: Ord. 67-13, 2013

RECOMMENDATION: Review report and provide any feedback.

BUDGET IMPACT: Some recommendations within the proposal may have a budgetary impact and those proposals may be reflected in the Mayor's Recommended Budget for FY24

BACKGROUND/DISCUSSION: Per the Human Rights Commission ordinance, the commission is required to provide an annual written report to the Mayor and City Council. This report includes a review of 2022 goals and priorities, as well as recommendations and priorities for 2023. The areas of focus include CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women), addressing homelessness, gentrification, Refugees and New Americans, and children/youth advocacy.

Salt Lake City Human Rights Commission

2022 Annual Report

A Message from the Chair and Vice Chair

As the Chair and Vice Chair for the year 2022, it has been an honor to serve Salt Lake City and provide recommendations to Mayor Mendenhall and the City Council on Human Rights. Those who serve on the Human Rights Commission have been proactively making the city and world around us a better place by bringing issues of social justice to the Mayor's attention. This commission continues to lead the way through their efforts in identifying issues of Human Rights which sets Salt Lake City apart. With their independence as a body, the commission aspires to draw attention to various aspects of Human Rights. This year, as the world witnessed many injustices, the Human Rights Commission has made strides in ensuring equity for marginalized communities in Salt Lake City. Most notably is the passage of the CEDAW/Gender Equity Ordinance which was a major accomplishment and the culmination of over ten years of work. We would like to thank the commissioners who currently serve and alumni for their service, insight, and guidance. We would also like to thank the Mayor's Office and the City Council for supporting these efforts to promote inclusion and create equity every day.

As we prepare for 2023, we are looking forward to providing input on homelessness, gentrification, human rights for children, and ways in which to support refugees and new Americans.

Sincerely,



Esther Stowell, Chair



Jason Wessel, Vice Chair

Commission Members

Commissioner Jason Wessel, District 1, Vice Chair
Commissioner Esther Stowell, District 2, Chair
Commissioner Olivia Jaramillo, District 3
Vacant, District 4 (Ivis Garcia Moved)
Commissioner Nicole Salazar-Hall, District 5 (REP Commissioner)
Commissioner David Leta, District 6 (Shannon Kelly Moved)
Commissioner Shauna Doumbia, District 7
Commissioner Luna Banuri, At-Large (REP Commissioner)
Commissioner Everette Bacon, At-Large (ADA Commissioner)

Subcommittees

Convention on the Elimination of All Forms of Discrimination Against Women

Commissioner Jason Wessel
Commissioner Nicole Salazar-Hall

Gentrification

Commissioner Shauna Doumbia
Commissioner Esther Stowell
Commissioner Ivis Garcia (Former)

Homelessness

Commissioner Esther Stowell
Commissioner Jason Wessel
Commissioner Ivis Garcia (Former)

Refugees & New Americans

Commissioner Shauna Doumbia
Commissioner Esther Stowell
Commissioner Luna Banuri
Commissioner Jason Wessel

Review of Subcommittee 2022 Goals and Priorities

CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) — The HRC will seek to adopt a City Ordinance that protects women and girls from gender discrimination.

- **COMPLETE:**
 - Research Adopted CEDAW Ordinance Across the Nation
 - Assist in Drafting CEDAW Ordinance with Attorney's Office
 - Work with Mayor and City Council to Adopt and Codify the CEDAW Ordinance
- **IN PROGRESS:**
 - Build Framework for Intersectional Gender Equity Study
 - Develop Standing Subcommittee to Address Commission's Ongoing Responsibilities (as outlined in the ordinance)

Homelessness — The HRC will seek to review and address homelessness policy and programs and provide recommendations.

- **COMPLETE:**
 - Inquire a Plan for Ramada Inn and Policies for Mitigation, Bed Space, and Emergency Shelters
 - Recognize the Policy and Processes of Camp Mitigation
 - Understand the Role that Salt Lake City plays in Addressing Homelessness
 - Meet with the City's Director of Homelessness Policy and Outreach as well as Other City, County, and State Representatives
- **IN PROGRESS:**
 - Participate in the Salt Lake Valley Commission to End Homelessness
 - Research Best Practices for Improving Homelessness Policy and Programs

Gentrification — The HRC will seek to review current study, policy, and programs and provide recommendations.

- **COMPLETE:**
 - Partner with Internal Stakeholders to Conduct the Thriving in Place Study
- **IN PROGRESS:**
 - Evaluate Results from Thriving in Place Study and Provide Recommendations

Refugees & New Americans — The HRC will seek to review policy and programs and provide recommendations.

- **COMPLETE:**
 - Review and Adopt Language Access Policy & Joint Resolution
 - Provide Recommendations to Improve City's Initiatives/Programming for Refugees and New Americans
- **IN PROGRESS:**
 - Understand Data Collection and Processes within City Programs that Serve Refugees and New Americans

Annual Highlights

Passage of CEDAW/Gender Equity Ordinance
Established C-REP and ADC members in Ordinance
HRC Webpage Remodel

Recommendations/Priorities for 2023

I. CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women)

- a. The HRC will support the Chief Equity Officer and Equity Manager in implementing the Intersectional Gender Equity Analysis, including:
 - i. Internal Data Collection, and
 - ii. Community Listening Session(s).

II. Homelessness

- a. Participation in Salt Lake Valley Commission to End Homelessness,
- b. Request to take part in of the process when policy is being taken to Legislature, and
- c. Draft letters of support for policy and programming.

III. Gentrification

- a. Addressing geographic inequity based on information provided in the gentrification study, and
- b. Transmit relevant policy recommendations to the Mayor and City Council

IV. Refugees & New Americans

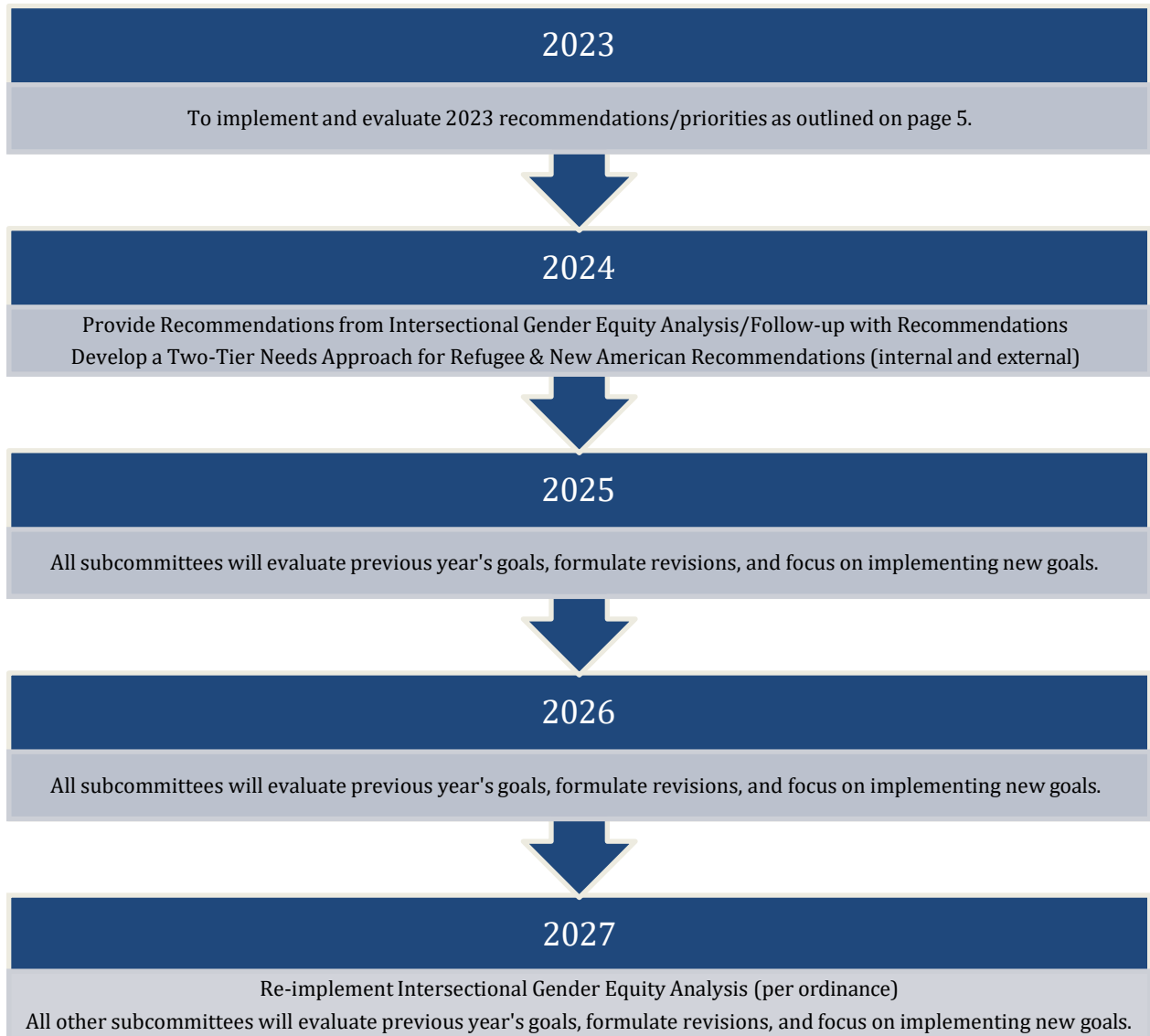
- a. Create procedure for consistency on gathering ethnic/racial demographic data aligning with the federal census guidelines
- b. Receive monthly updates from the Policy Advisor for Refugees and New Americans and Language Access Coordinator
- c. Facilitate community listening sessions
- d. Review subcommittee plan and provide recommendations

V. Children/Youth Advocacy

- a. Establish a children/youth advocacy subcommittee
- b. Establish a new at-large commissioner for a minor (under 18)

Five Year Timeline

Ongoing Mission: Be advocates for the promotion of inclusion and implementation of equity as they relate to Human Rights.



Appendix

Mayor's 2022 Work Plan

<https://www.slc.gov/mayor/2022/02/03/mayor-mendenhall-releases-2022-work-plan/#:~:text=The%202022%20Plan%20is%20focused,and%20equitable%20opportunities%20for%20all>

CEDAW/Gender Equity Ordinance

<https://webdme.slcgov.com/AdoptedLegislation/DocView.aspx?id=4693772&dbid=0&repo=SLC>

Thriving in Place Study

<https://www.thrivinginplaceslc.org/>