



Human
Rights
Commission

Human Rights Survey: Results and Perspective

Human Rights Commission
City of Chelsea



Presentation Overview

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- Introduction
- The Non-Discrimination Ordinance
- Role of the Human Rights Commission
- Human Rights Survey
 - Process
 - Results
- Future Directions
- Questions and Feedback



Non-Discrimination Ordinance Outline

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- [Sec. 33-1. - Intent.](#)
- [Sec. 33-2. - Definitions.](#)
- [Sec. 33-3. - Discriminatory housing practices.](#)
- [Sec. 33-4. - Discriminatory public accommodation practices.](#)
- [Sec. 33-5. - Other prohibited practices.](#)
- [Sec. 33-6. - Nondiscrimination by city contractors.](#)
- [Sec. 33-7. – Exceptions.](#)
- [Sec. 33-8 - Human Rights Commission.](#)
- [Sec. 33-9. - Complaint procedure.](#)



Why the Nondiscrimination Ordinance?

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“It is the intent of the city that no individual shall be denied equal protection of the laws; nor shall any individual be denied the enjoyment of his or her civil or political rights or be discriminated against because of actual or perceived age, color, disability, familial status, gender expression, gender identity, genetic information, height, disability status, marital status, national origin, race, religion, sex, sexual orientation, source of income, veteran status, or weight.”



The Human Rights Commission Responsibilities

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- Make periodic public reports and recommendations to the city council and city manager on ways to improve city government programs and ordinances
- Study complaints filed with the commission and report to the City Council
- Research and formulate programs of community education with the objective of discouraging and eliminating
 - racial tensions, and
 - prejudice or discrimination against any groups of persons;
- Refer complaints concerning instances of discrimination to the City Attorney



The NDO Complaint Process

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- The complaint process is an important part of the NDO Ordinance
 - Never had this before
 - Will be acted upon
 - Important way residents can be involved
 - Any individual can file within 180 days of alleged violation
- HRC doesn't decide or research the complaint
 - Forwarded to City Attorney and City Manager
 - Findings and actions of the Attorney are reported back to the Commission



How to File A Complaint

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- Needs to be in writing
- Complaint form available in the following ways
 - City office in paper format
 - Download from City web site <http://city-chelsea.org/Portals/0/Website%20Content/Boards,%20Committees,%20Commissions/Human%20Rights%20Commission/Complaint%20Form.pdf>
 - Email hrc@city-chelsea.org
- Return by mail or in person to City Clerk, or by email to HRC@city-chelsea.org
- HRC will review and submit to City Attorney for investigation and possible action



HRC Survey Goals

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- To obtain a better understanding of community perceptions and priorities in regard to human rights
- To assist the Commission in determining future actions and activities



Individual Survey Questions

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Question	Response
1. Have you been involved in specific activities that focus on human rights and social justice issues?	Yes/No
2. In your experience, what does Chelsea do well to promote and protect human rights and social justice?	text
3. In your experience, what could Chelsea improve upon to promote and protect human rights and social justice?	text
4. Which of the following human rights and social justice priorities do you think should be a focus of the Human Rights Commission?	13 options, up to 3 responses
5. Would you be willing to work with the HRC on a specific topic?	Yes/No

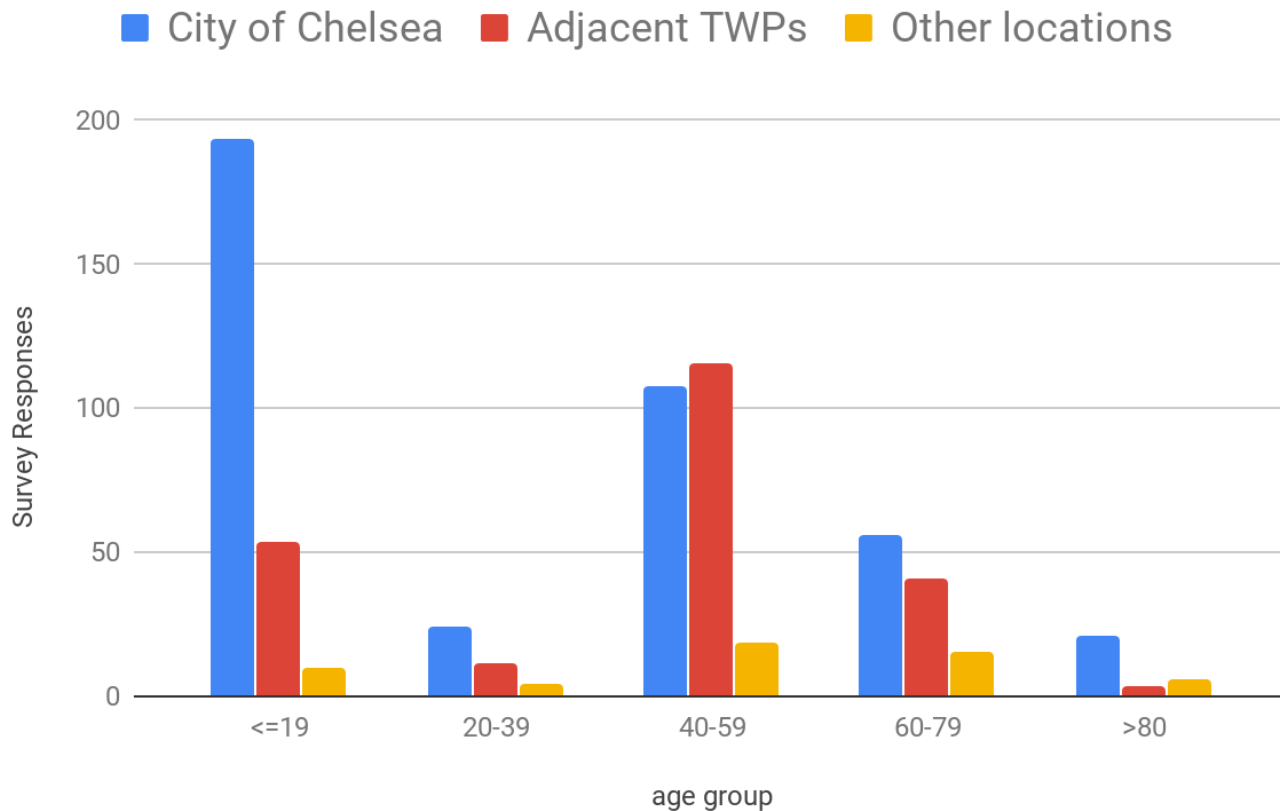


Survey Administration

- The survey for individuals was made available online at the City web site and in paper at multiple locations from April to July 2018
- Also administered the Chelsea High School staff, students and parents from Sep-Oct 2018
- The survey for organizations was offered to approximately 130 religious, business and social service organizations within the City
- 690 individual surveys were completed; 11 organizational surveys were completed



Responder Residency by Age Group

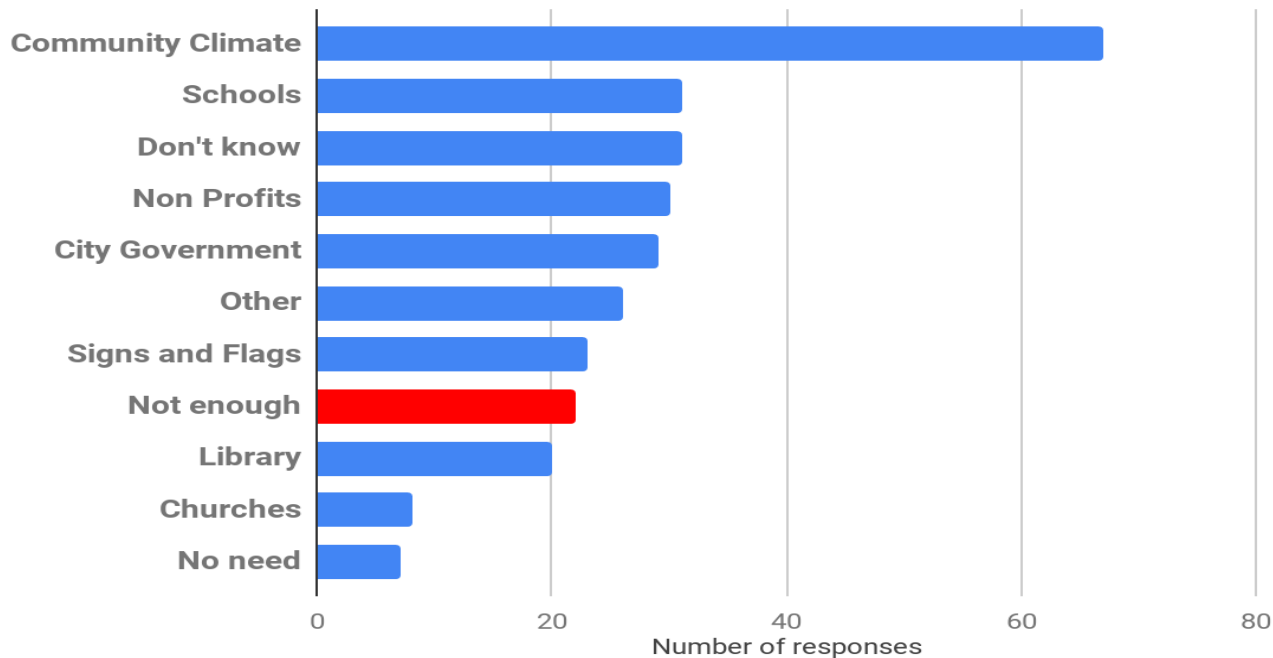




“In your experience, what does Chelsea do well to promote and protect human rights and social justice?”

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Respondents age 20 and older



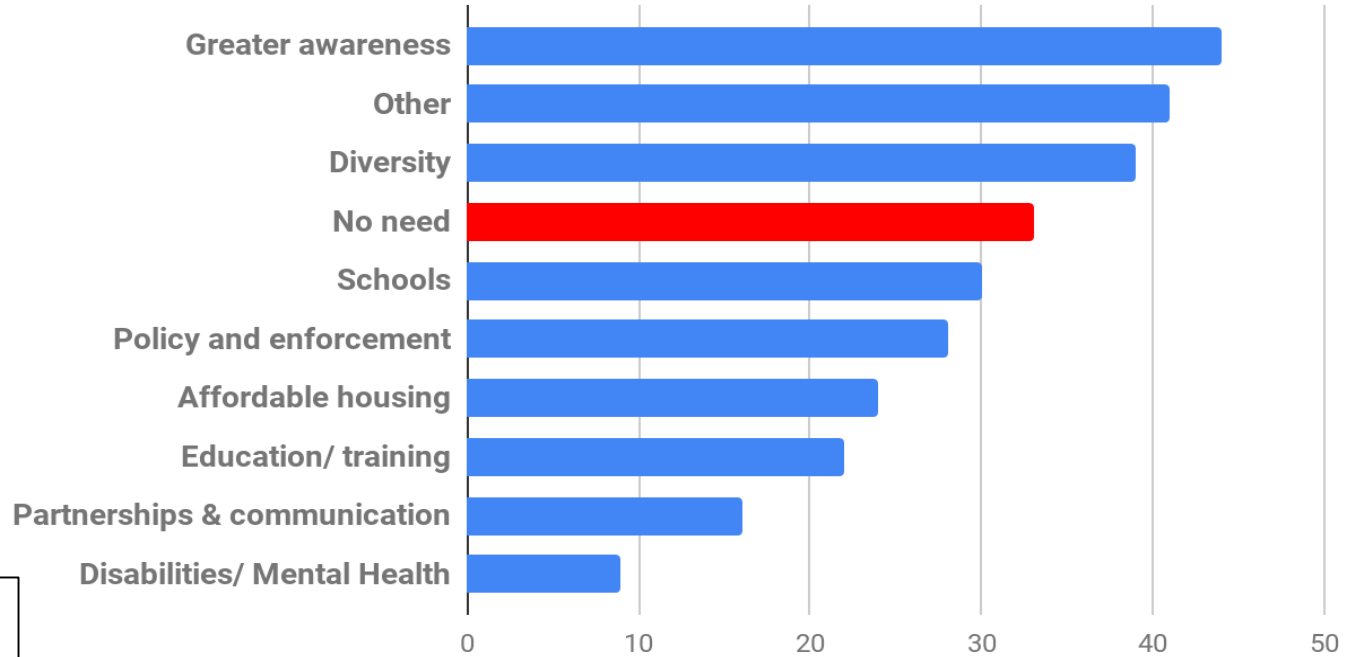
Color code
Blue- positive
Red- negative



““In your experience, **what could Chelsea improve upon** to promote and protect human rights and social justice?”

Human Rights Commission

Respondents age 20 and older



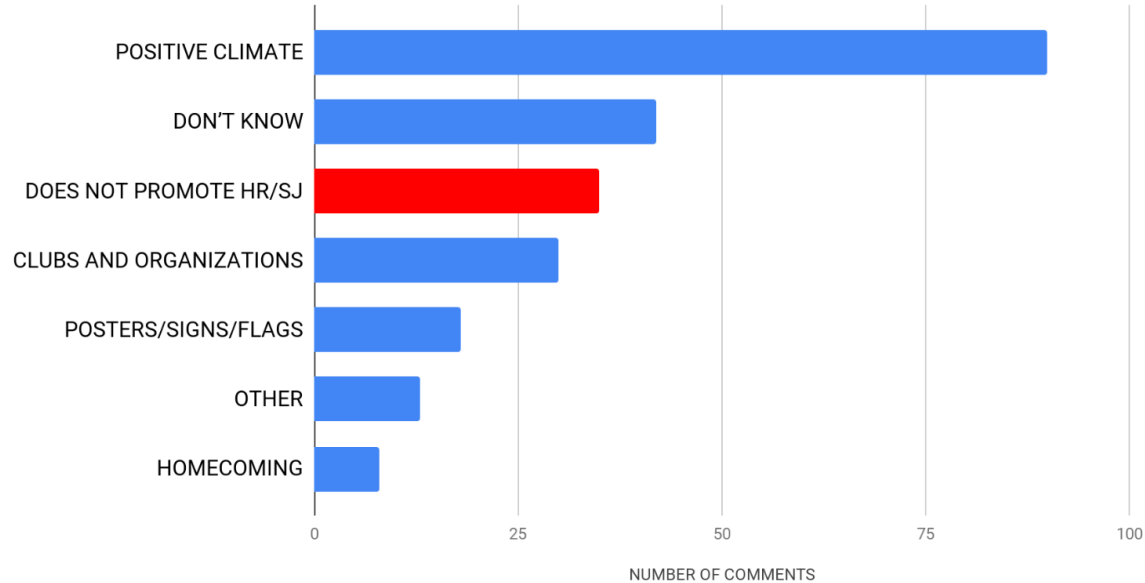
Color code
Blue- positive
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“In your experience, what does Chelsea do well to promote and protect human rights and social justice?”

Respondents age 19 and younger

"Does well" <= 19



Color code
Blue- positive
Red- negative

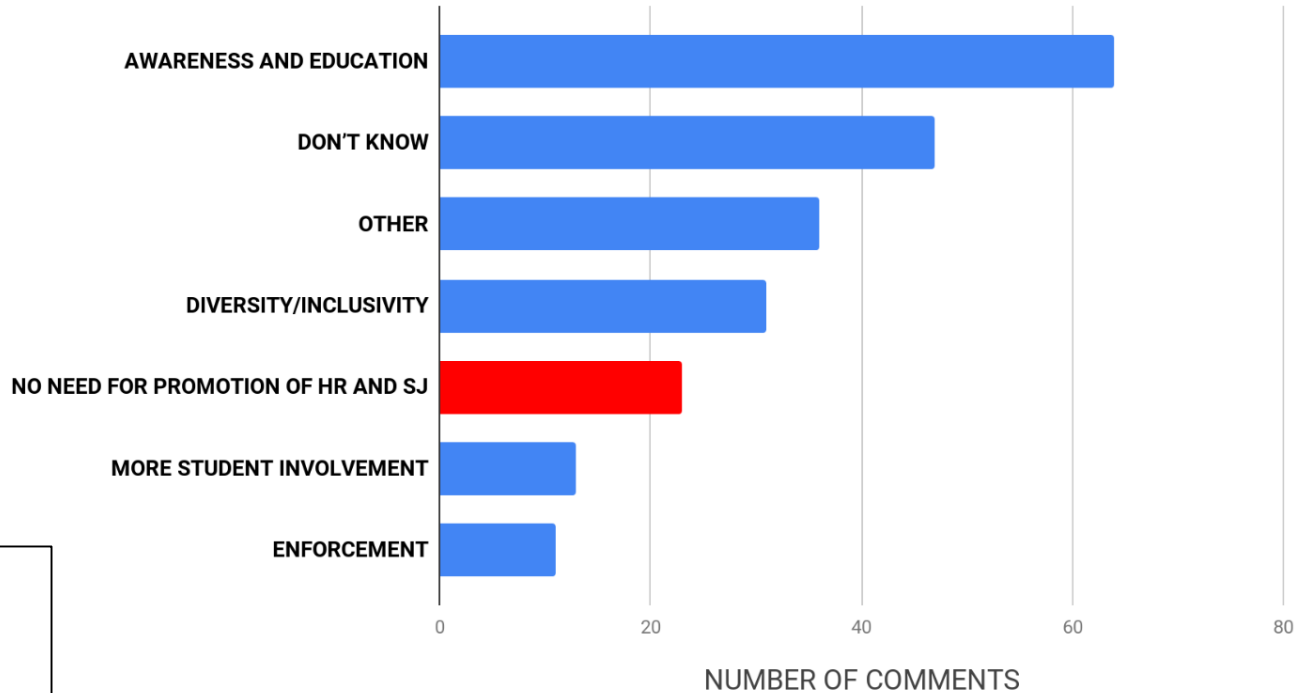


“In your experience, what could Chelsea improve upon to promote and protect human rights and social justice?”

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Respondents age 19 and younger

Could improve age 19 and under



Color code
Blue- positive
Red- negative



“Which of the following human rights and social justice priorities do you think should be a focus of the Human Rights Commission?”

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Respondents were asked to select up to three responses of the 13 listed on the survey:

- Community diversity
- Police -- community partnerships
- Rights and responsibilities
- Sense of belonging
- Leadership and community engagement
- Intimate partner abuse
- Elder abuse and fraud
- Exclusion and marginalization
- Identifying discrimination
- Bullying
- Racism
- Violence and conflict resolution
- (Other)



Priority Choices

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Bullying	311
Community Diversity	255
Racism	253
Sense of Belonging	184
Exclusion and marginalization	156
Identifying discrimination	155
Leadership and citizen engagement	155
Rights and Responsibilities	153
Police- Community Partnerships	139
Elder abuse/ fraud	134
Intimate partner abuse	106
Violence and Conflict Resolution	100

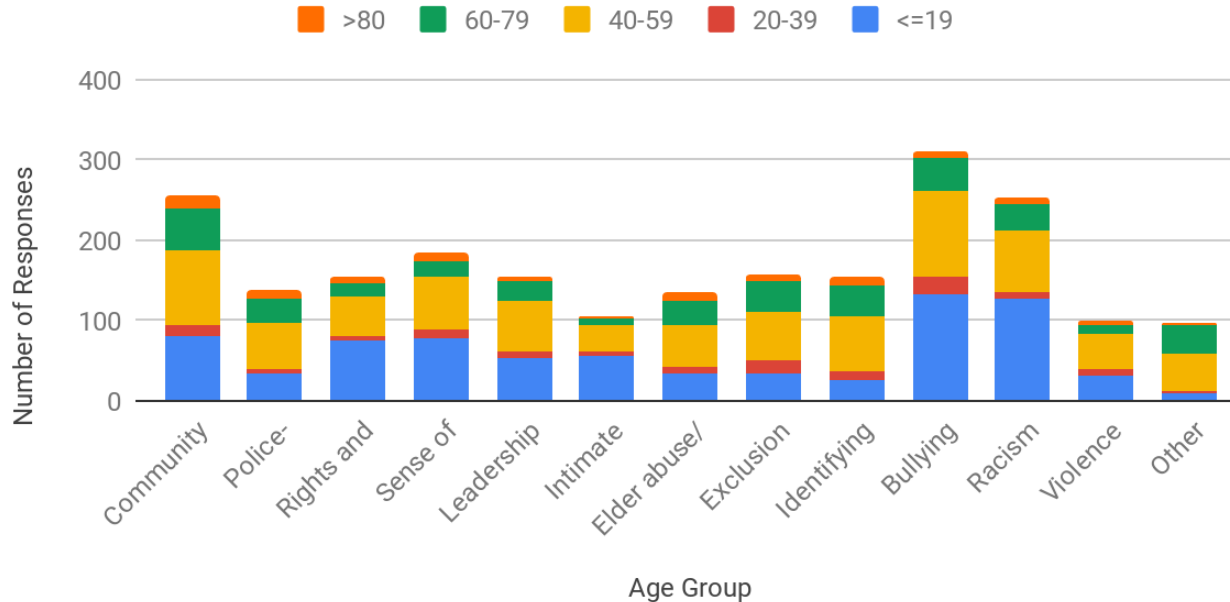


Human Rights/ Social Justice Priorities Survey Question 4 Responses

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Survey Responses

Color Coded by Age Group





Summary and Plans: High Priorities

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Successes:
-Community Climate

High Priorities from Survey:

- Bullying
- Community Diversity
- Racism

Needs:
-Awareness
-Diversity

Council Oversight

Coordination with Other Groups

Action: update annual and long term plans to focus on high priority issues identified in survey

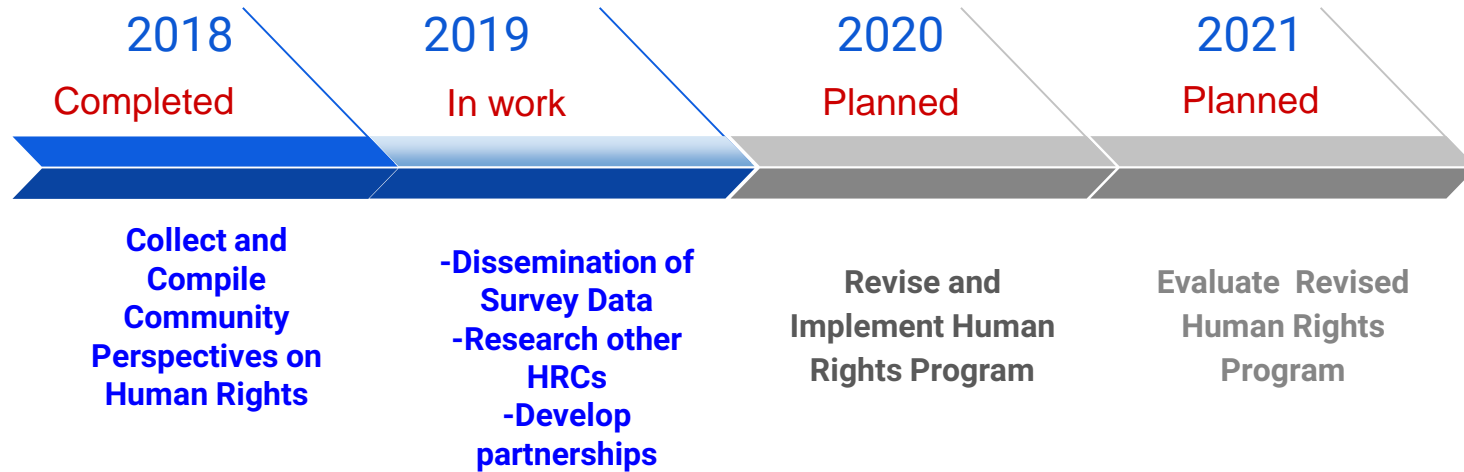
Community Education and Feedback

State and Federal Resources



HRC Program Timeline

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Questions and Discussion