



“Embracing Diversity Where We Work, Live and Play.”

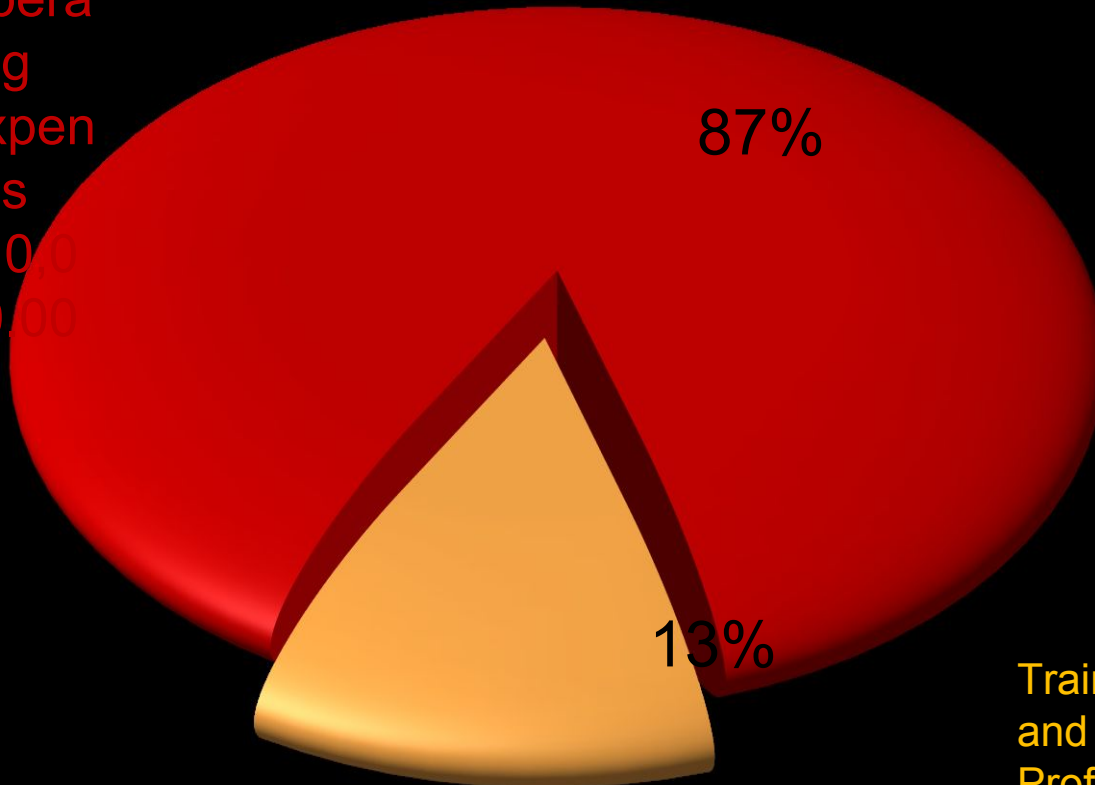
2018-2019 Budget Presentation

Our Mission

To Work In Collaboration With The City Of Clarksville And Its Citizens To Cultivate Ongoing Initiatives And Education Which Positively Impact The Diversity In Clarksville-Montgomery County.

Clarksville HRC FY 2018 Proposed Budget

Opera
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Expen
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\$10,0
00.00



13%

Training
and
Professi
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Develo
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\$1,500.
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FY 2017-2018

Clarksville

FY 2018 Proposed Budget

HRC's total budget was approved at \$11,500 FY2017-2018.	Approved 2017-2018		Proposed 2018-2019	
Salaries/Benefits				
Operating Expenses for Human Relations Commission	Diversity Symposium \$6,846.36	Minority Business \$3,153.76	Diversity Symposium \$7,000.00	Minority Business \$3,000.00
Staff Training/Professional Assoc. Dues		\$1,500.00		\$1,500.00
TOTAL		\$11,500.00		\$11,500.00

HRC Scope of Power

- **Organize educational programs for Clarksville residents and City employees on subjects dedicated to the enhancement of human relations, such as discrimination; diversity; cultural sensitivity; bullying; mediation; problem solving; City employment; City bidding; or anti-discrimination, employment, housing, or police conduct laws;**
- Organize an educational program dedicated to the enhancement of human relations for a City governmental unit once the head of the unit consents to the educational program;
- **Identify and meet with leaders of social, economic, racial, ethnic, gender, and religious groups within the City;**
- Make recommendations to, and consult with, educational institutions, local and national civil rights organizations, and community groups to foster better human relations;
- Consult with state and federal agencies regarding laws and policies addressing discrimination and other human relations issues;

Responsibilities

Ordinance 15-2012-13

- **Make recommendations to, and consult with, the Mayor and City Council on matters pertaining to equal opportunity programs and policies and the objectives set forth herein;**
- Promote equal opportunity for City employees and applicants for employment of all ages, race, ethnicity, gender, and religion;
- **Promote equal opportunity in the selection of vendors and contractors for City business;**
- Promote the elimination of illegal discriminatory practices or policies;
- Promote and assist in the improvement of mutual understanding and respect among all social, economic, racial, ethnic, gender, and religious groups within the City and facilitate communication among and between such groups;
- **promote a sense of shared community heritage, and respect for individual human dignity and the diversity of cultures, race, ethnicity, history and religion of City residents;**
- Promote inclusiveness, civility, social interaction and public discourse among City residents and assist in fostering positive relations among community groups and between such groups and City government and departments thereof;
- Coordinate the work of the Human Relations Commission with and through the City's Director of the Department of Human Resources to achieve the objectives set forth herein as it pertains to the City government workforce;
- **Prepare an annual budget for the coming fiscal year as required by the Mayor and City Council.**
- **In collaboration with the Director of the Department of Human Resources, establish and set benchmarks for a five year diversity action plan and provide it to the Mayor and City Council**

2017-2018 Accomplishments

- 3rd Annual Small & Minority Business Development Workshop [60 SMOB In Attendance]
- Title VI Training For HRC Members [80% Of Members Trained To Serve As Title VI Advisory Board For City Of Clarksville]
- Diversity Symposium & Cultural Luncheon [APSU On May 20th]
- Launch Of The “I AM Clarksville” Campaign & Video Project [May 20th]



HRC Title VI Training

Thank You For Placing Inclusion & Diversity Initiatives For All City Residents At The Forefront Of Your Public Agendas!



“Inclusion is not an idea or a program, it’s the **RIGHT** thing to **intentionally** practice!”