



Winston-Salem

**Human Relations/Diversity, Equity, and Inclusion
Department**



ANNUAL REPORT

Fiscal Year 2021-2022

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Human Relations/Diversity, Equity, and Inclusion Director

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HUMAN RELATIONS COMMISSION

MISSION STATEMENT

The mission of Human Relations is to create, facilitate, promote, anticipate, study, and recommend programs, projects, feedback, and actions for the elimination of discrimination in any and all fields of human relationships.

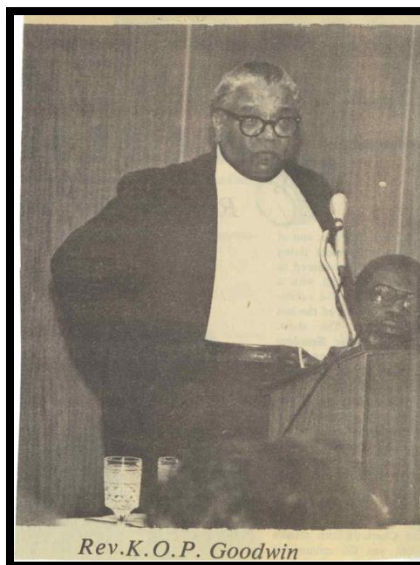


COMMISSION'S VISION

"Winston-Salem—A Place Where Everyone is Treated Fairly"

HISTORY

In February 1978, the City Council amended Section I, Chapter 2 of the City Code and created the Winston-Salem Human Relations Commission by adopting an ordinance entitled "An Ordinance Creating A Human Relations Commission." In June of 1978, the Commission was funded \$31,000 by the City Council to carry out the provisions of the Ordinance. On August 2, 1978, A Memorandum of Understanding was signed between the City of Winston-Salem and the U.S. Department of Housing and Urban Development. Through this agreement, the City established a fair housing strategy task force, which became the New Horizons Fair Housing Committee, the only mandated committee of the Human Relations Commission. The first Human Relations/Diversity, Equity, and Inclusion Director, Herman Aldridge, was hired on October 30, 1978, as Director of the Human Relations/Diversity, Equity and Inclusion Department.



Reverend K.O.P. Goodwin
Original Chair of the
Human Relations Commission
1978

THE COMMISSION'S RELATIONSHIP TO CITY GOVERNMENT

The government of the City of Winston-Salem and the general management and control of all its affairs are vested in the City Council and the Mayor. The City Council appoints the City Manager who is the administrative head of City government and is responsible for the administration of all departments of City government. The City Council is also the appointing authority for members of the Human Relations Commission.

The Commission keeps the City Manager and the City Council informed of its activities. To further that communication, the chairperson or a designated member of the Commission shall appear annually before the City Council to provide them with information on the pulse of the community; a yearly progress report on Commission programs and projects; and a presentation on noted problem or possible problem areas within the community.

The Commission makes suggestions and recommendations to the City Council concerning new City ordinances or amendments to existing local ordinances relevant to the welfare and needs of the citizens of Winston-Salem.

THE COMMISSION'S RELATIONSHIP TO THE STAFF

The Commission's relationship with the Human Relations staff involves advising in the directing of staff regarding fair housing and cultural community concerns and issues. During the process of initiating programs and investigating complaints and problems, the Commission calls on the staff for technical assistance and research into matters that are brought to the Commission.

THE COMMISSION'S RELATIONSHIP TO THE COMMUNITY

The Human Relations Commission is the body through which citizens' problems and concerns can be relayed to City officials. Often, this is accomplished through public hearings and forums. Through these hearings and forums, the Commission can actively solicit citizen input and monitor the climate of the community in an effort to proactively minimize problems and stay abreast of changing needs. Citizens may also contact individual Commissioners with concerns or attend Commission meetings and voice their concerns.



THE WINSTON-SALEM HUMAN RELATIONS COMMISSION

OVERVIEW

The Winston-Salem Human Relations/Diversity, Equity and Inclusion Department is the working arm of the Commission and is responsible for the overall operation of the Department and Commission.

The staff is comprised of 14 staff positions, including: Human Relations/Diversity; Equity, and Inclusion Director, Human Relations/Diversity; Equity, and Inclusion Assistant Director; Human Relations Investigator/Mediator, Human Relations/Language Access Administrator, Human Relations Senior Outreach Analyst; Senior Administrative Assistant/Intake Specialist; Equity and Inclusion Coordinator; Equity Assurance Administrator; Human Relations/NDO Investigator; Human Relations/NDO Outreach Analyst; Language Access Coordinator (Hispanic community); BIC Language Access Coordinator; Administrative Assistant; and Human Relations Administrative Intern. The staff is guided by laws, ordinances and regulations pertaining to the operation of municipal government and is subject to policies, procedures and guidance adopted by the Winston-Salem City Council.

The staff performs professional and creative work in planning, promoting, coordinating, and implementing programs related to an extensive range of municipal human relationships. The objectives of the programs are to eliminate discrimination and to develop mutual respect and understanding among all racial and ethnic groups throughout the city. The work requires specialized performance on a wide variety of human problems and human relationships, which are generally of a complex social nature. The Director, through her staff, provides liaison, clerical assistance, and research support to the Commission and the committees appointed by the Commission.

Activities of the Commission are oriented toward the reduction of conflict and tension among all racial and ethnic groups, and toward equal rights, responsibilities and privileges for all citizens of the community. The Director also affects and maintains liaisons and coordinated relationships between her department and other City departments, boards, committees and commissions, organizations and agencies within the City.

The Commission establishes and maintains efficient, effective and dependable communication with individual citizens, citizen groups, the business community, churches, and social organizations as a representative of City government in a continuous relationship.

MANAGEMENT'S COMMENTS

WANDA ALLEN-ABRAHA, DIRECTOR



The vision of the Winston-Salem Human Relations Commission is: **“Winston-Salem: A place where everyone is treated fairly.”** Since my arrival in November 2001, the Commission continues to make improving its image and visibility in the community a Strategic Action Plan priority. By implementing the director's approach in implementing new systems and streamlining successful procedures, an increase in productivity with regard to the number of investigations, special projects, and community outreach efforts will result. Specifically, the department continues to disseminate quarterly newsletters and air two quarterly television shows on WSTV-13 (Nexus and Tu Comunidad) that feature human relations-related topics, programs, issues, and partners.

The Commission continues to focus its investigations on the areas in which it has jurisdiction and enforcement authority. These areas are primarily focused on discrimination issues, including housing, employment, and public accommodations. The Department also continues to mediate, investigate, and process landlord/tenant issues, as per North Carolina General Statutes, specifically Chapter 42. Additionally, the Department has forged an historic partnership with the Forsyth County District Court, the City Attorney's Office, and Legal Aid of Northwest North Carolina to implement the Alternative Residential Mediation, as well as the Eviction Diversion Network, which provide residents with free, expedient, non-litigious options to resolve landlord/tenant complaints and address evictions. This model is the first of its kind in North Carolina.

During FY 21-22, the Commission was an integral part of the expanded scope of the department that included efforts in ensuring that every segment of the City's population has access to the services of the Department. Specifically, the department merged with the Office of Diversity, Equity, and Inclusion to create the Human Relations/Diversity, Equity, and Inclusion Department. This merger not only included the addition of staff, but also officially designated a more internal focus on legal compliance, organizational discrimination-based training, and individual departmental development/consultation.

During the same period, the City Council developed two non-discrimination ordinances that prohibit discrimination in employment and public accommodations, based on 17 protected classes of persons. The City Council assigned the enforcement and investigation of violations to the Human Relations/Diversity, Equity, and Inclusion Department.

The Human Relations Commission continues to enthusiastically advise and guide the City and the department as the expansion and scope of human relations continues to develop and grow.

DESCRIPTION OF COMMISSION PROGRAMS/PERFORMANCE MEASURES

- I. **Complaint Resolution.** This program receives, investigates, conciliates, and mediates citizens' allegations of discriminatory civil rights complaints and unfair treatment in residential housing based on race, national origin, gender, familial status, disability, and color, and religion, as per the federal Fair Housing Act. This program also promulgates adherence to North Carolina General Statute Chapter 42, as it relates to landlord/tenant law. Additionally, this program investigates, conciliates, and/or mediates alleged violations of the employment and public accommodations non-discrimination ordinances that cover 17 protected classes of persons.
- II. **Education and Training.** This program develops and facilitates education, training, and outreach that provide formal, informal, and informational classes and seminars to citizens, citizen groups, businesses, and others about fair housing, landlord/tenant issues, DEI, cultural diversity, disability, and other human and civil rights issues.
- III. **Community Relations.** This program sponsors and co-sponsors forums and projects that provide information to citizens in partnership with community grassroots organizations and agencies who serve specific segments of the population who are traditionally overlooked.
- IV. **Limited English Proficiency.** This program and policy set forth the basic requirements and procedures intended to ensure City of Winston-Salem consistently meets its legal obligation of language access requirements in compliance with Title VI and E.O. 13166. The City of Winston-Salem is committed to improving the accessibility of services to persons with Limited English Proficiency (LEP) and to developing and implementing a system that gives LEP persons "meaningful access" to the City of Winston-Salem's programs and services. The City of Winston-Salem has adopted the goal of improving Hispanic Relations, as per the City Council's Strategic Plan. The City of Winston-Salem has delegated authority for an LEP Compliance Coordinator (the Human Relations/Diversity, Equity, and Inclusion Director).

Congress enacted Title VI of the Civil Rights Act of 1964 to ensure federal money is not used to support discrimination on the basis of race or national origin in government activities. Section 601 states: "No person in the United States shall, on ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance." Neither Title VI, nor its implementing regulations discuss linguistic access per se; however, the courts have consistently found a close connection between national origin and language.

In 2000, the President signed Executive Order (E.O.) 13166 mandating all federal agencies and recipients of federal financial assistance take reasonable steps to ensure meaningful access to their programs to limited English proficient (LEP) individuals. These individuals may be entitled to language assistance with respect to a particular type of service, benefit, or encounter.

DESCRIPTION OF PROGRAMS CONTINUED

The City of Winston-Salem receives federal funding in support of programs, services, and activities through all departments receiving federal funding. The City also receives special federal grants or appropriations from time to time to undertake capital projects.

The LEP Compliance Coordinator (Human Relations/Diversity, Equity, and Inclusion Director) in the Human Relations/Diversity, Equity and Inclusion Department is responsible for examining all City services, providing outreach to the growing LEP community, and interfacing with all City Departments to help ensure meaningful access to LEP clients and customers. The LEP Compliance Coordinator is able to assist and support Departmental staff in assessing their specific needs and preparing a draft LEP document. The LEP Compliance Coordinator performs the role of resource and advocate for effective plan development.

The LEP Compliance Coordinator also coordinates the Spanish Language Assessment Tool used by hiring Departments, in conjunction with normal Human Resources processes, to evaluate the Spanish language proficiencies of prospective employees whose jobs may require or prefer bilingual abilities, or current employees who may be called upon by the Department to assist their Spanish-speaking customers or clients.

The LEP Compliance Coordinator is not unilaterally responsible for directly providing translation or interpretation services to City Departments. The LEP Compliance Coordinator is responsible for identifying and maintaining a network of qualified community resources for referral to City Departments.

V. Boards and Commissions

The Human Relations/Diversity, Equity, and Inclusion Department is responsible for administering four advisory boards/commissions, whose members are recommended by the mayor and appointed by the City Council. In addition to the Human Relations Commission, the department administers the Youth Advisory Council, College Advisory Board, and African-American Heritage Initiative. Each board develops its own annual report for the City Council's review, but they are briefly described, as follows:

African-American Heritage Initiative (AAHI)

The committee shall be composed of nine members. Members of the committee shall be residents of the city who possess depths of knowledge about the local African American community and the challenges faced. Members shall be appointed by the City Council upon the recommendation of the Mayor. The purpose is to mobilize all sectors of the African-American community to participate in uncensored sharing of life as an African-American during segregation and the efforts of desegregation. The mission is To preserve the oral, written, and photographic history of African-American culture in the City of Winston-

Salem.

The duties of the board are:

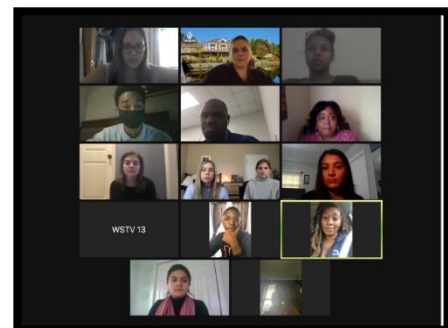
- (a) Seek to coordinate the partnerships of individuals, agencies, and organizations, public and private, to frame a vision for the preservation and melding of African-American contributions. The partnerships would provide various community input opportunities.
- (b) Provide leadership to create an African American collection of oral histories, photos, and relics, community-wide.
- (c) Formulate a vision on how local African American history could be melded into the permanent history of the City.
- (d) To perform such other tasks as the Mayor and City Council may direct.

College Advisory Board (CAB)

One of the goals and objectives of the CAB is to voice concerns and resources pertaining to off-campus student housing issues involving landlords, property managers, and fair housing matters. A specific plan of action is to develop a sub-committee of the CAB to receive and mediate fair housing and landlord/tenant issues, which could potentially develop into fair housing complaints, from the college students and against the college students who reside in off-campus housing. This sub-committee would work in partnership with other city departments and community agencies, as needed. Fair housing and landlord/tenant training would also be a component of the resolution. CAB students and neighborhood leaders would be encouraged to coordinate and assist in conducting these trainings in partnership.

The duties of the board are:

- (a) Suggest and contribute ideas to economic development projects that will appeal to college students and young professionals;
- (b) Advocate for public transit availability and accessibility at various colleges and universities;
- (c) Voice concerns and resources pertaining to off-campus student housing issues involving landlords, property managers, and fair housing matters;
- (d) Actively engage in learning about community leadership opportunities that will encourage and foster partnerships with colleges and universities, as well as young professionals; and
- (e) Encourage college students to remain in Winston-Salem after graduation.



Human Relations Commission (HRC)

In 1975, the Winston-Salem Human Relations Commission was established as an advisory board by city ordinance by the Board of Aldermen (now the "City Council"), pursuant to the provisions of G.S. 160A-492. The Commission was originally established to study race relations and forms of discrimination. The nature and the extent of its policies and programs are determined and set by the commission and shall be implemented within accepted policies and procedures of the city.

The Duties of the Commission are:

- (A) To **study problems of discrimination** in any or all fields of human relationships and **encourage fair treatment and mutual understanding** among all ethnic groups in the city;
- (B) To **promote equality of opportunity** for all citizens;
- (C) To **provide channels of communication** among all ethnic groups;
- (D) To **encourage the employment of qualified people** of all ethnic groups;
- (E) To **encourage youth** to become better trained and qualified for employment opportunities;
- (F) To **anticipate and discover those practices and customs most likely to create animosity and unrest** among racial and ethnic groups and by consultation **seek a solution** as these problems arise or are anticipated;
- (G) To hold such meetings as the Commission may deem necessary or proper to assist in carrying out its functions;
- (H) To **make recommendations to the City Council** for action it deems necessary to the furtherance of harmony among racial and ethnic groups in the city; and to perform such other duties consistent with the general law as may be assigned it from time to time by the City of Council.
- (I) On August 2, 1978, A Memorandum of Understanding was signed between the City of Winston-Salem and the U.S. Department of Housing and Urban Development. Through this agreement, the City established a fair housing strategy task force, which became the New Horizons Fair Housing Committee, the only mandated committee of the Human Relations Commission.
Through efforts of the New Horizons Fair Housing Committee and others, the Board of Aldermen adopted the Winston-Salem Fair Housing Ordinance on May 17, 1982. In addition to the Ordinance, the City Council adopted Rules and Regulations to provide guidelines for the Human Relations Staff in carrying out the

provisions of the Ordinance.

- (J) In accordance with the ordinance amending Article III, Division 8 of Chapter 2 of the City Code, as adopted by the City Council on January 21, 2003, to **facilitate partnerships with fair housing and cultural community organizations** in furtherance of the Commission’s purpose.
- (K) In accordance with the ordinance amending Article III, Division 8 of Chapter 2 of the City Code, as adopted by the City Council on January 21, 2003, to perform other duties as necessary to enforce the powers assigned it in accordance with Article IV, the Fair Housing Ordinance of the City of Winston-Salem, of Chapter 38 of the City Code.

The Fair Housing Ordinance makes it unlawful for an owner or any other person engaging in a real estate transaction, or for a real estate broker or salesman to discriminate because of race, color, religion, national origin, or sex, against a person or a person residing with that person or of friends or associates of that person. The Federal Fair Housing Law was amended on March 12, 1989, to include handicapped and families with children as protected classes under the law. These are now included in the Winston-Salem Fair Housing Ordinance.

The Commission has three other standing committees -- Community Relations, Hispanic Relations, and Student Relations. The **Community Relations Committee** duties are to develop programs to enhance cultural exchange, such as Beyond Soul and Salsa, as well as interfaith networking and events; **Multicultural Relations** partners with Hispanic organizations to develop outreach for and to educate the Hispanic community, such as Fiesta; and **Student Relations** develops programs to engage the youth in leadership and civil rights education and training, such as the annual awards banquet.

Although these committees must be chaired by a Human Relations Commissioner, MEMBERSHIP ON ANY OF THE HUMAN RELATIONS COMMISSION’S COMMITTEES IS OPEN TO ALL INTERESTED RESIDENT(S) WHO RESIDE IN THE CITY.



Youth Advisory Council (YAC)

In 2010, the City Council designated the Human Relations/Diversity, Equity and Inclusion Department to administer the Youth Advisory Council. The purpose of the Youth Council will be to provide a venue for youth between the ages of 14-18 to have an active means of civic engagement in local government. General duties will include, but will not necessarily be limited to:

- (a) Actively promoting the participation of the youth in city government programs and activities;
- (b) Promoting positive human relations among all youth;
- (c) Providing channels of communication among all ethnic groups;
- (d) Encouraging the employment of qualified people of all ethnic groups;
- (e) Encouraging youth to become better trained and qualified for employment opportunities;
- (f) Performing duties consistent with general law as may be assigned it from time to time by the City Council; and
- (8) Performing such other duties as necessary to enforce the powers assigned to it.

As established by the City Council, the Youth Council's mission is to serve as a conduit between city government and their younger constituents. Their core focus is to include youth civic engagement by way of community programming, developing youth-oriented activities, contributing at least 40 volunteer hours per school year to government-related initiatives, projects, and programs, providing information to the community regarding topics that are important and relevant to the youth in our community, and to advise the City Council and the Human Relations/Diversity, Equity and Inclusion Department on matters that relate to the community's youth population.

The Youth Council is charged with the authority and responsibility of making recommendations to the City Council concerning the needs and concerns of community youth and the appropriate means by which city government can work with public and private agencies to address such needs and concerns.



2021-2022 Youth Advisory Council

PERFORMANCE INFORMATION BY PROGRAM

I. Complaint Resolution: Program Goals (Fair Housing/Landlord Tenant Focus)

- Assist citizens with complaints of alleged discrimination or unfair treatment in housing, Americans with Disabilities Act issues, and landlord/tenant disputes.
- Provide citizens referral assistance to City, county, state, federal and nonprofit agencies on complaint issues not related to program descriptions.

	Actual FY 20-21	Estimated FY 21-22	Projected FY 22-23
Effectiveness			
Close 60% of housing discrimination cases within 100 days	90%	80%	80%
Close 80% of landlord/tenant cases within 45 days	99%	90%	90%
Maintain average investigative time per landlord/tenant case of 45 days or less	11	25	25
Maintain average investigative time per housing discrimination case of 100 days or less	86	90	90
Workload			
Total federal housing discrimination cases processed (minimum of 6)	10	8	12
Total landlord/tenant cases processed	128	130	140
Total forums and public discussions held	58	60	60
Number of trainings provided to city staff	N/A	10	24
Number of trainings provided to boards and commissions	N/A	5	5
Number of diversity, equity, and inclusion based programs, initiatives, or events	N/A	12	12

FY 2021-2022 Complaint Resolution Program Accomplishments

- ✓ Continued implementation of the fair housing, landlord/tenant-oriented of the Human Relations Commission's Strategic Action Plan initiatives.
- ✓ Continued cross-training with key community partner agencies and departments, such as Legal Aid and the Housing Authority of Winston-Salem and Center for Homeownership.
- ✓ Increased staff productivity by continuing to hire student interns to assist staff with training and outreach preparation.
- ✓ Continued the Fair Housing Media Campaign, which is a multi-year radio and television campaign advising the community of the complaints resolution services available from the department.
- ✓ Increased fair housing complaint accessibility for the Hispanic community by continuing to employ two bilingual staff members, as well as continuing with the *Tu Comunidad* quarterly Spanish television show that educates the Hispanic community by highlighting key City services and programs, including Fair Housing.

II. Education and Training: Program Goals (Newsletters, TV Shows, Employee Training Reach Focus)

- Sponsor formal and informal education, training and other outreach programs for citizens, citizen groups, businesses and others in the areas of fair housing, landlord/tenant issues, disability (ADA), cultural diversity, and other human/civil rights topics.
- Promote equality of opportunity for all citizens.

See Appendix A for Detailed Outline of FY 2021-2022 Education and Outreach.

FY 2021-2022 Key Education and Training Program Accomplishments Summary

- ✓ Continued substantial equivalency status with the U.S. Department of Housing and Urban Development by continued funding of the FHAP (Fair Housing Assistance Program) Grant for housing discrimination cases and fair housing training;
- ✓ Continued to provide staff for the following Human Relations Subcommittees:
 - New Horizons Fair Housing Committee
 - Student Human Relations Committee
 - Community Relations Committee
 - Multicultural Relations Committee

FY 2021-2022 Education and Training Program Key Objectives

Key objectives include:

- ✓ Increasing **utilization and distribution of newsletters and brochures** in public education, training and outreach efforts.
- ✓ Continuing with the Housing and Urban Development Fair Housing Assistance Program Grant to **provide expanded programs, projects, and resources in support of fair housing** and outreach.
- ✓ Continuing the Department and Commission's **exposure through television and print media** through the quarterly Nexus Newsletter, the quarterly Nexus Television program and the quarterly Tu Comunidad Spanish television program on WSTV-13.
- ✓ Continuing with the three strategies to **increase and expand outreach to the public in areas of race relations and cultural diversity**, to be accomplished by:
 1. Following strategies outlined in the Human Relations Strategic Action Plan.
 2. Ensuring that a Human Relations Specialist is employed who is bilingual with special emphasis on the Hispanic community;
 3. Continuing partnerships with at least ten (10) key community agencies.
- ✓ Continuing current **fair housing education and cultural outreach programs**, to be

accomplished by:

1. Working with the Regional Association of Realtors on the American DREAM Weekend, which is an affordable housing partnership initiative;
 2. Locating and disseminating culturally-based pamphlets and brochures.
- ✓ Conducting appropriate **training for the Human Relations Commission** and its committees/subcommittees to be accomplished by:
1. Updating orientation materials for all Human Relations Commissioners;
 2. Conducting training for new Human Relations Commissioners, as needed;
 3. Conducting new refresher fair housing training for all Commissioners;
 4. Conducting Hearing Board training as appropriate for Hearing Board members.
- ✓ Continuing **outreach to local high schools** with cultural diversity/racial equity forums, accomplished by:
1. Encouraging the Student Human Relations Committee assist the local high schools with establishing Human Relations Committees at each school;
 2. Continuing the Student Race Relations Forum during Race Equality Week.
- ✓ Continuing to **increase the media publicity** of Human Relations Commission and Department programs.

III. Community Relations: Program Goals

- Promote equality of opportunity for all citizens.
- Study problems of discrimination in any or all fields of human relationships.
- Encourage fair treatment and mutual understanding among all ethnic groups in the city.
- Provide channels of communication among all ethnic groups.
- Encourage cultural understanding amongst all ethnic groups.
- Encourage youth to become more involved with cultural diversity initiatives.

MAJOR PROGRAM /PROJECT HIGHLIGHTS

Year Round

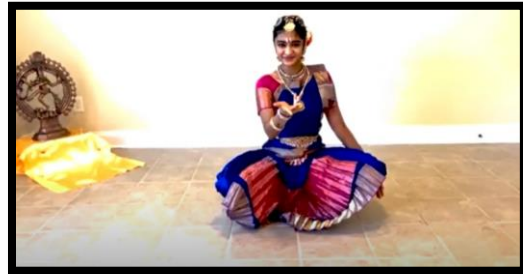
Fair Housing Training and Cross Trainings: Human Relations partners with various community agencies, such as the Housing Authority of Winston-Salem (HAWS), Legal Aid of Northwest North Carolina, Financial Pathways of the Piedmont, and The Adaptables to cross-train regarding services. Approximately 100 people were trained. Fair Housing trainings continued virtually throughout 2020-2021.

July

Building Integrated Communities Pipeline Session: Due to the COVID-19 Pandemic, the Building Integrated Communities Pipeline Sessions were on hold.

September

International Village Food and Music Festival: International Village is a showcase of our community's international populations via food, dance and arts and crafts. In 2020 International Village was virtual due to the COVID-19 restrictions. The Marketing and Communications Department helped produce a 60 minute program that highlighted past performers, new videos, and vendors.



Student Race Relations Forum: The high school Student Race Relations Forum was held virtually via the City's YouTube Channel. Students from each of the Winston-Salem/Forsyth County public high schools participated in a panel-led discussion to address perceptions and stereotypes based on race and culture.

**October**

Newcomers Symposium: The Human Relations/Diversity, Equity and Inclusion Department and Building Integrated Communities Stakeholder Committee planned the third annual Newcomers Symposium Virtually in 2020. Over 120 attendees learned about local and state issues and successes in regards to immigrants, refugees, and asylees.

November

Trust Talks Series: The Human Relations Commission partnered with the Winston-Salem Police Department to initiate a community relations outreach program entitled, "Trust Talks." This Trust Talks event was held virtually and focused on the neighborhood associations.

January

Dr. MLK, Jr. Helping Hands Day: The Human Relations/Diversity, Equity and Inclusion Department helped lead a city-wide employee initiative with employees giving back to the community. In honor of Martin Luther King, Jr. the employees partnered with area community agencies to volunteer their time. Over 200 employees participated in this inaugural year of a very successful program.



February

42nd Annual Human Relations Student Awards Banquet-VIRTUAL: The 42nd Annual Human Relations Student Awards Banquet was put together on a virtual format to continue the tradition of celebrating our youth. The banquet honored youth who made significant contributions to the community in the area of human relations and human rights. The virtual program was televised on WSTV-13 and can still be viewed on the city’s YouTube channel.



Black History Month- Showcase of Song: In celebration of Black History Month, the Winston-Salem Human Relations Commission sponsored the annual “Showcase of Song: An African-American Cultural Celebration,” virtually due to COVID-19 restrictions.



April

Fair Housing Month: The Human Relations Commission observed “Fair Housing Month” throughout the city. The month-long Fair Housing Month celebration was held virtually this year due to COVID-19 restrictions, with advertisements and commercials on WSTV-13. The Fair and Affordable Housing Summit was held virtually this year with special guest speaker; Jeanine Worden, Assistant Secretary for Fair Housing and equal Opportunity.

June

Juneteenth Festival: The Human Relations Commission, in partnership with several community organizations, co-sponsored the Annual Juneteenth Africana Cultural Festival. This year’s event was hybrid between in person and virtual due to COVID-19 restrictions.



Pride Festival: The Human Relations Commission was a proud sponsor of the Winston Salem Pride Festival in downtown Winston-Salem.

WINSTON-SALEM HUMAN RELATIONS/DIVERSITY, EQUITY AND INCLUSION DEPARTMENT

2022-2023 OUTLINE OF GOALS

For the fiscal year of 2022-2023, the goals of the Winston-Salem Human Relations/Diversity, Equity and Inclusion Department will focus on the following ten goals:

1. To **maintain the Fair Housing Media Campaign** in order to advertise fair housing laws as well as department and commission events/programs on the Internet, television, radio, and print media;
2. To **develop and facilitate community training and educational opportunities focused on the 17 protected classes of persons under the City's employment and public accommodations non-discrimination ordinances (NDOs)** ;
3. To **continue to serve as a resource for City employees for comprehensive, substantive DEI training and organizational equity plan development**, in partnership with the National League of Cities and the Human Resources Department;
4. To continue outreach in and preserve the **history of traditionally underserved communities, such as the African-American community, through the African-American Heritage Initiative and advisory NDO Study subcommittees**;
5. To **continue the Alternative Residential Mediation/Eviction Diversion Network program**, in partnership with the Forsyth County District Court and the City Attorney's Office, in order to provide a free, expedient, non-litigious option for landlord/tenant complaints;
6. To **continue administering the Limited English Proficiency policy and procedure guide**, in compliance with federal requirements that are imposed on recipients of federal funding and to assure fair and equitable treatment throughout the community;
7. To continue the **expanded focus on the international community** in the inclusion of services (to include fair housing, landlord/tenant, and race relations) via the Building Integrated Communities, Language Access Coordinators, and community stakeholders via the continuation of the quarterly Tu Comunidad bilingual television show on WSTV-13 and corresponding bilingual newsletter;
8. To **continue developing and embedding diversity, equity, and inclusion-centered guidance, information, and expertise** to city employees and departments in the areas of legal compliance, departmental consultations/employee engagement, and training/educational facilitation.
9. To encourage **community engagement in programming and events**, such as the Student Awards Banquet, Fiesta, Juneteenth, the Fair Housing and Affordable Summit, International Village, and the Dr. Martin Luther King, Jr. Young Dreamers program;
10. To continue creative, effective community service leadership programs and projects by partnering with the Youth Advisory Council and College Advisory Board for **positive youth and young adult community engagement**.

WINSTON-SALEM HUMAN RELATIONS/DIVERSITY, EQUITY AND INCLUSION DEPARTMENT EDUCATION/OUTREACH TRAINING MODULES

In order to satisfy the requirements of HUD's Fair Housing Assistance Program (FHAP), the Commission's Strategic Plan, and the Department's Business and Performance Plans, the following training modules have been developed and implemented by the Human Relations/Diversity, Equity and Inclusion Department staff:

FAIR HOUSING

Audience: General Public
Training Time: Two or four-hour training (for each level after Level 1, the preceding levels are prerequisites)

Level 1	Discrimination as defined by the FHA
Level 2	Tenants' Rights
Level 3	HUD/City Complaint Process and Investigative Procedures
Level 4	Disability Requirements per the FHA and the City Ordinances
Level 5	Domestic Violence and Fair Housing
Level 6	Mortgage Lending Practices

LANDLORD/TENANT

Audience: General Public
Training Time: Two-hour training (for each level after Level 1, the preceding levels are prerequisites)

Level 1	Landlord/Tenant Rights and Responsibilities as per NCGS Chapter 42
Level 2	City Complaint Process and Investigative Procedures
Level 3	Domestic Violence and Fair Housing
Level 4	Disability Requirements

DIVERSITY

Audience: City of Winston-Salem Employees; General Public
Training Time: One to Four-hour training, as needed

Level 1	Cultural Diversity and Inclusion Training
Level 2	Unlawful Workplace Harassment Training
Level 3	Race Relations Training
Level 4	Sexual Harassment Training
Level 5	Inter-Generational Training

EXPENDITURES AND REVENUES SUMMARY

EXPENDITURES BY PROGRAM	Actual	Budget	Adopted	Percent
General Fund	<u>FY 20-21</u>	<u>FY 21-22</u>	<u>FY 22-23</u>	<u>Change</u>
Human Relations	\$508,036	\$553,960	\$1,005,420	81.6%
Diversity, Equity, and Inclusion	48,632	503,310	549,210	9.1%
Subtotal	\$556,668	\$1,057,270	\$1,554,630	47.0%
Grants Fund				
Fair Housing Assistance Program Grants	\$47,048	\$52,000	\$52,000	0%
Subtotal	\$47,048	\$52,000	\$52,000	0%
Total Expenditures by Program	\$603,716	\$1,109,270	\$1,606,630	44.8%
RESOURCES BY TYPE				
General Fund				
Contributions/Sponsorships	\$4,250	\$27,500	\$20,500	-25.5%
Miscellaneous	5,000	0	0	N/A
Other General Fund Revenues	547,418	1,029,770	1,534,130	49.0%
Subtotal	\$556,668	\$1,057,270	\$1,554,630	47.0%
Grants Fund				
U.S. Department of Housing and Urban Development	\$9,286	\$50,000	\$50,000	0%
Fair Housing Event Contributions/Sponsorships	0	2,000	2,000	0%
Subtotal	\$9,286	\$52,000	\$52,000	0%
Total Resources by Type	\$565,954	\$1,109,270	\$1,606,630	44.8%

POSITION SUMMARY

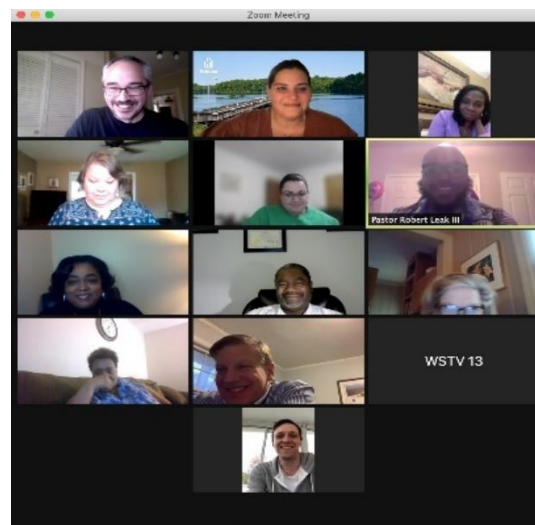
POSITIONS	Amended	Amended	Adopted	Change
	<u>FY 20-21</u>	<u>FY 21-22</u>	<u>FY 22-23</u>	
Full-Time	5	11	12	+1

RECOMMENDATIONS TO THE CITY COUNCIL

The Human Relations Commission in adopting its new Strategic Plan recognizes the need to continue fostering an environment that initiates and supports multiracial and multi-ethnic dialogue and understanding in our community. We respectfully request your support of the following recommendations:

1. The Human Relations Commission recognizes the importance of building and maintaining effective lines of communication between city government and the community. By improving the dialogue with our diverse community groups, city government can ensure that the City of Winston-Salem fosters an environment that is conducive for an atmosphere in which everyone is treated fairly. In carrying out its strategic goals, the Commission will **increase its outreach efforts in all areas of the community and will seek input from the City Council on issues or concerns in their respective wards**. We ask that the City Council support the Commission's goals in this effort.
2. We ask that the City **Council support the Commission's goal of building a stronger relationship with City officials and City commissions**.
3. We ask that the City Council **support the Human Relations/Diversity, Equity and Inclusion Department as it provides bilingual staff members** who can assist with proactive outreach measures that will facilitate building positive relations between the City government and our rapidly increasing Hispanic population.

The Commission appreciates the continual support it has received from the City Council. Your continued support will only strengthen the Human Relations Commission efforts in working on behalf of all the citizens in Winston-Salem.



2021-2022 Human Relations Commission

2020-2021 CITY COUNCIL

City Council: Mayor Allen Joines; Denise D. Adams, Mayor Pro Tempore, North Ward; Barbara Hanes Burke, Northeast Ward; Robert C. Clark, West Ward; John C. Larson, South Ward; Jeff MacIntosh, Northwest Ward; Kevin Mundy, Southwest Ward; Annette Scippio, East Ward; James Taylor, Jr., Southeast Ward; City Manager: Lee D. Garrity

RELATED BOARDS AND COMMISSIONS

AFRICAN-AMERICAN HERITAGE INITIATIVE 2021-2022

African-American Heritage Initiative
Cynthia Villagomez (Chair)
Linda Dark
Robert Durrah
William F. Fulton
Donald Scales
Beverly Williams
Annette Wilson



COLLEGE ADVISORY BOARD 2021-2022

College	First Name	Last Name
UNCSA	Kayli	Kimerer
UNCSA	Jenna	Cusack
UNCSA	Diego	Vazquez Gomez
FTCC	Patricia	Springs
Salem College	Kelly Jo	Curry
Salem College	Alexus	Little
Salem College	English	Bonds
WF	Amir	Bird
WF	Sid	Subramanian
WF	Hannah	Coates
WSSU	Christopher	Lee
WSSU	Mekhi	Harris
WSSU	Natalia	Saprapasen
WSSU	Kaitlynn	Farrior



2021-2022 HUMAN RELATIONS COMMISSION

Human Relations Commissioners
LEAK III, ROBERT (CHAIR)
THOMPSON, MELISSA (VICE-CHAIR)
BLOOMFIELD, JEFFREY
HAYNES, SONNY
PREBLE, MICHELY
PRICE, JOSHUA
SARTIN, RUTH
TAYLOR, FRED
USHER, PATRICK
WIGGINS, KERRY

**YOUTH ADVISORY COUNCIL 2021-2022**

School	First Name	Last Name
Atkins High	Simran	Vadgama
Atkins High	Michael	Gallagher
Early College	Jacob	Taylor
East Forsyth	Sarah	May
East Forsyth	Kabari	Walker
North Forsyth	Caleb	Houston
North Forsyth	Dayanara	Loeza-Lopez
Middle College	Brooke	Lachey
Middle College	Cameron	Allen
Mount Tabor High School	Mikayla	Beard
Mount Tabor High School	Nattapat (Gun)	Ruangrat
Parkland	Daniel	Ochoa Cacerees
Parkland	Litzy	Castillo Olivera
Reagan High	Daniel	Reyes
Reagan High	Nasi	Bangweni
Reynolds	Addison	Truzy
Walkertown	Komlan	Thon
Walkertown	Alyssa	McClenic
Winston-Salem Prep	Almarie	Williams
Kennedy High School	Gizelle	Guerrero-Hernandez



APPENDICES

- A. FY 2021-2022 Education and Outreach Report**
- B. FY 2021-2023 Commission Strategic Action Plan**
- C. FY 2021-2022 NDO Division Annual Report**
- D. FY 2021-2022 DEI Division Annual Report**