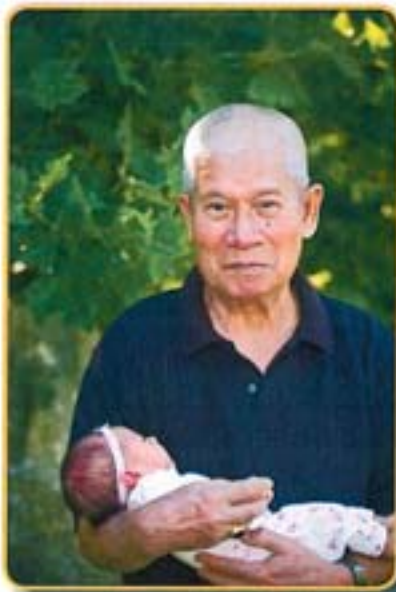


SALT LAKE CITY OFFICE OF DIVERSITY AND HUMAN RIGHTS

STRATEGIC PLAN 2009 – 2013



FROM THE MAYOR



Dear Salt Lake City,

Salt Lake City is a richly diverse and progressive city. Individuals from around the world call Utah's Capital City their home. The expectation of equal opportunity and economic viability provides hope for our residents and contributes to the making of a Great American City. Our City government works hard to protect the rights of all residents and contribute to the welcoming atmosphere of our community. When discrimination appears, the spirit of unity and inclusion is obstructed.

Salt Lake City's Office of Diversity and Human Rights and the Human Rights Commission play an integral role in addressing the diverse needs of our community. Together they identify and analyze human rights and equity issues that confront Salt Lake City residents. The Office and the Commission work to offer innovative policy solutions, engage community, and foster hope, equity and opportunity.

The Salt Lake City Office of Diversity and Human Rights Strategic Plan for 2009-2013 outlines the Office's priorities over the next four years. These priorities include human rights legislation and a continued voice of advocacy for diversity, tolerance, and respect for people in our community without regard to religion, race, color, sexual orientation, gender, status with regard to public assistance, nationality, marital status, age, or disability.

Our diverse community is expanding and so is our responsibility to care for the people who reside in our magnificent city. After reading the following plan I hope you will be confident, as I am, about the future of diversity and human rights in Salt Lake City.

Regards,

A handwritten signature in blue ink, appearing to read "Ralph Becker". The signature is fluid and cursive.

Mayor Ralph Becker

OVERVIEW

The purpose of the 2009 Salt Lake City Office of Diversity and Human Rights (ODHR) Strategic Plan ("Strategic Plan") is to share with the Mayor, City Council, City Departments and the general public proposed goals and activities for 2009-2013. It is imperative that these goals are shared by all units of government. The Strategic Plan will guide the organizational development of the Office over the next four years. During that time, the Office will target its efforts at policy development, education, advocacy and celebration of diversity and human rights.

The following supporting documents include: Salt Lake City Mayor Ralph Becker's Universal Human Rights Initiatives, the Strengths, Weaknesses, Opportunities, Threats and Trends (SWOTT) report completed in December 2007, the Universal Declaration of Human Rights, and the 2008 Diversity and Human Rights Survey.

The Office engaged in a collaborative effort to ensure the Office of Diversity and Human Rights continues to build on its strengths and leverage its resources, both in the City and in the community at large, to effectively and efficiently support its mission, vision, and goals. The ODHR Coordinator, a business planning committee, and a consultant facilitated the development of this Strategic Plan. The business planning committee included representatives from the Salt Lake City Human Rights Commission, Salt Lake City Corporation, various area chambers of commerce, the education community, the Utah chapter of the American Civil Liberties Union, and the National Center for Community and Justice's Inclusion Center. Subcommittees included operations, management, finance, and marketing. The findings of these subcommittees were synthesized with consultant Fraser Nelson in a final strategic plan that was completed in April 2009.



OUR VISION

A City where residents can live, work, play, and do business free from discrimination.

OUR MISSION

To support, protect, and ensure basic human rights for all Salt Lake City residents.

OUR VALUES

- All people are equal and deserve to be treated equally in the eyes of the law and by their fellow citizens.
- Tolerance and respect for others.

OUR EXPERIENCE

The Office of Diversity and Human Rights will ensure issues will be handled competently and with the highest degree of professionalism.

- We are a source of advocacy and recourse for the diverse populations of Salt Lake City.
- We are familiar with the issues facing diverse residents of Salt Lake City.
- We have practical experience in supporting diversity and human rights issues.

*Approved by Mayor Ralph Becker on July 16, 2009.
Approved by the Salt Lake City Human Rights Commission on
Thursday, September 3, 2009.*



OUR GOALS

ONE

SALT LAKE CITY WILL LEAD THE STATE OF UTAH IN THE RECOGNITION AND PROMOTION OF LEGAL RIGHTS FOR ALL RESIDENTS

Strategy A Salt Lake City will adopt a nondiscrimination ordinance with enumerated protected classes; the ordinance will include housing, realty, employment, public accommodation, and city activities.

Strategy B Salt Lake City will modify the City's retirement plan to allow an employee to name a mutual commitment partner as a beneficiary.

Strategy C Salt Lake City will adopt a hate-crimes ordinance to enhance penalties for crimes committed out of bias or prejudice towards a specific class.

Strategy D Salt Lake City will require all private companies who conduct business with the City to have a nondiscrimination policy included in the contract with regard to race, color, familial status, veteran's status, national origin, disability, religion, sexual orientation, and gender identity.

TWO

SALT LAKE CITY WILL BE AMONG THE MOST DIVERSE, WELCOMING AND DYNAMIC CITIES IN THE NATION

Strategy A The Office of Diversity and Human Rights will educate Salt Lake City residents who are at risk of becoming victims of discrimination about their rights and responsibilities.

Strategy B The Office of Diversity and Human Rights will help communicate to the public changes to Salt Lake City ordinances and the Office's goals and practices, and will promote human rights on both a local and national level.

THREE

THE SALT LAKE CITY MAYOR'S OFFICE WILL REPRESENT THE INTERESTS OF SALT LAKE CITY'S DIVERSE POPULATIONS

Strategy A Salt Lake City will create a comprehensive plan to recruit and retain a diverse workforce in order to benefit from a full range of backgrounds, viewpoints and approaches.

Strategy B Salt Lake City will commit to a diverse, inclusive and professional workplace where City employees can achieve their personal and professional goals and where we can better understand the needs of our diverse residents.



FOUR

THE OFFICE OF DIVERSITY AND HUMAN RIGHTS WILL COLLABORATE WITH COMMUNITY PARTNERS TO COMBAT DISCRIMINATION

Strategy A The Office of Diversity and Human Rights will work directly with City organizations, businesses, and interest groups to implement the Office of Diversity and Human Rights' goals and practices.

Strategy B The Office of Diversity and Human Rights will empower and encourage public participation among diverse communities and will support partners in their outreach efforts.

Strategy C The Office of Diversity and Human Rights will administer the Leadership Utah Scholarship Program.

Strategy D The Human Rights Commission will work with City government and the community to identify ordinances and policies that may have a negative impact on the City's diverse populations, and will recommend changes to the Mayor and City Council.

FIVE

THE OFFICE OF DIVERSITY AND HUMAN RIGHTS WILL HAVE THE RESOURCES IT NEEDS TO IMPLEMENT THIS PLAN

Strategy A The Office of Diversity and Human Rights will submit a proposed budget to the Mayor's Chief of Staff for approval each January for inclusion in the Mayor's recommended budget to the City Council for the following fiscal year.

Strategy B The City's grant writing staff will identify available federal, state, and private grants and will assist with grant applications.



APPENDIX

SALT LAKE CITY RESIDENTS

Racial Demographics in Salt Lake City

Race	Percent of Population	Estimated Population
White Persons	67.3 %	122,868
Persons of Hispanic or Latino origin, of any race	21.5%	39,173
Asian persons	4.2%	7,679
Black or African American persons:	3.4%	6,247
Native Hawaiian and Other Pacific Islander	1.3%	2,349
American Indian and Alaska Native persons	1.1%	2,030
Some other race	1.2%	2,264
Total Population	100%	182,610

Source: U.S. Census Bureau, 2005-2007 American Community Survey

LGBT Demographics in Salt Lake City

Gay, Lesbian, Bisexual, Transgender (LGBT)	7.6%	10,726
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Source: 2005 American Community Survey, UCLA The Williams Institute

People with Disabilities in Salt Lake City

People with disabilities (5 years and older)	13.8%	22,699
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Source: U.S. Census Bureau, 2005-2007 American Community Survey

Refugee Demographics in Utah

Refugees in Utah		25,000
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Source: Utah Refugee Services

