

## *Annual Report for Human Relations Commission*

The Normal Human Relations Commission is responsible for enforcing the Town's Human Rights Ordinance through education and mediation. The Commission consists of seven appointed volunteer members including a representative of the Student Government Association of Illinois State University. HRC members are of diverse backgrounds and life experience. The Commission works with other social service and human relations organizations in the Bloomington Normal Community to extend its educational reach and bolster efforts to assure compliance with the Town's Human Rights Code prohibiting discrimination in employment, public accommodation, housing and financing on the basis of race, color, religion, gender, marital status, ancestry, national origin, age, disability, matriculation or sexual orientation.



Normal Human Relations Commission Members (from left) front, Quincy Cummings, Sandra Harmon; back, Janae Henson, Quincy Cummings, Chairperson Janessa Williams, Vice-Chairperson Terry Brown (Not Pictured – Matt Hale, ISU SGA Representative)

## Staff

The Assistant to the City Manager is responsible for staffing the Human Relations Commission. The Assistant City Manager receives informal discrimination complaints from residents or employees within the community and serves as the Commission's facilitator. With advice and assistance from Town legal staff, efforts are made to resolve complaints through conciliation. The Assistant to the City Manager assists the Commission in educational outreach efforts, recognition events including the annual Dr. Martin Luther King Jr. Luncheon, and informational booths at public events such as the Sweet Corn Blues Festival in Normal.

## 2017 Accomplishments

- Four informal complaints (inquiries) were received. One complaint was submitted but dismissed upon review.
- The HRC cosponsored, with Bloomington's Human Relations Commission, the 41<sup>st</sup> annual Dr. Martin Luther King Jr. Awards Luncheon. Applications were solicited, and two Normal citizens were chosen to receive awards for volunteer activities reflecting the legacy of Dr. King.
- The HRC held two meetings with the Bloomington Human Relations Commission to discuss issues of common interest.
- Staff attended Illinois Municipal Human Relations Association meetings to learn about statewide trends and issues impacting the investigation of complaints.
- The HRC participated in the Town's annual Sweet Corn Blues Festival.
- Commissioners sponsored and/or attended events organized by entities who share a similar mission.

## Key Performance Indicators

Year	Complaints	Inquiries	Conciliations	Public Hearings	MLK Attendance
2017	1	4	0	0	490
2016	0	5	0	0	470
2015	0	2	0	0	635
2014	0	4	0	0	526
2013	0	5	0	0	253
2012	2	6	0	0	500