

# Kitsap County Council for Human Rights 2024 Work Plan Final - Approved Feb. 20, 2024



**Meeting Days, Time and Location:** Third Tuesday of each month at 6:30 PM Location, Eagle’s Nest at the Fairgrounds  
 Advisory Group 2024 Chair: Augie Lujan; Vice Chair: Nicola D’Anella; Secretary: Elizabeth Holmes; Staff: Rebecca Pirtle

## Advisory Group Purpose/Mission Statement:

- 1) To advise county government and Kitsap County community on issues related to discrimination, violence and harassment based on race or national origin, religion, age, gender, gender expression, sexual orientation, disability, or economic status, and
- 2) To promote equitable treatment of all people and reduce prejudice through education, resource referrals, and advocacy.

The Work	The Targets	The Measureables	Lead Councilor	Updates and Achievement
Communication Committee	Develop infrastructure for outreach efforts and educational materials. Draft and engage communications with social media and statements as needed.	Update Council brochure. Update other handouts for in-person events. Update Timeline 1x/year. Promote Council events via press releases, materials, social media, and direct outreach. Develop strategy to launch the reporting form, including a press release and developing a process for gathering information. Develop draft statements for community outreach campaigns and community concerns to be voted on by the larger Council.	Elizabeth Holmes, 2024	Developed two statements in 2023 for the North and Central Kitsap School District  Updated brochure with QR Code  Updated how to report hate crimes and identify discrimination insert for brochure  Developed online reporting form for incidents
Events Committee	Coordinate representation at major community events. Identify, plan, and facilitate 2 - 3 public forums this year. Partner with other local organizations/groups for outreach and engagement opportunities.	Attend Juneteenth Freedom Festival, Kitsap Pride, Youth Rally/Forum, and other events as possible and applicable.  Develop two Forums or coordinate with other orgs to	Melisa Wight 2024	Hosted two Forums this year, which was a new format for the Council.
Organizational Engagements and Networks	Nurture relationships and re-engage with Kitsap County human rights groups (Post Covid). This will include attending other organization meetings and events, looking for possible collaborations and sharing information and actions. Consider and plan for the Linda Gabriel Awards earlier in the year.	Register for different mailing lists for specific organizations (ERACE Coalition, NAACP, LWV, SURJ, etc.) to coordinate some attendance within the Council. This can help inform Forums.		Developed a reporting form to allow for Council members to attend and observe community events and document feedback from the community on specific issues.

	Cultivate relationships with County (outside Kitsap), State, Regional councils and agencies that are focused on Human Rights	Obtain additional resources to post on our website.		No updates.
	Plan and complete briefings to the Kitsap County Commissioners. Establish connectivity with the county's new DEI program.	Coordinate with the Commissioners meet with the council on a semi-annual basis. Meet with the Kitsap County DEI Coordinator.		No updates. A DEI Commissioner was hired near the end of 2023.