



KITSAP COUNTY COUNCIL FOR HUMAN RIGHTS – 2021 WORK PLAN

Regular Meeting Days, Time, and Location: Third Tuesday each month at 6:30 PM via Zoom until COVID restrictions lifted

Advisory Group Staff: Rebecca Pirtle

Advisory Group Chair: Dionne Deschenne

Advisory Group Vice Chair: Susie Beil

Advisory Group Secretary: TBD

Advisory Group Purpose/Mission Statement: The Mission of the Kitsap County Council for Human Rights is twofold:

1. Advise Kitsap County Government and residents on issue 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. Promote the equitable treatment of all citizens and reduce prejudice through the development of prevention policies, education, resources, referrals and advocacy.

2021 Goal: Event, Action, etc.	Status (Planned, In Progress, Complete)	Priority Level (High, Moderate, Low)	Comments/Coordination
1. KCCHR 2021 Annual Retreat	Completed	High	<ul style="list-style-type: none"> - Build an effective collective, rooted in KCCHR purpose (Mission), history, and requirements. Articulate 2021 vision and work plan
2. Ongoing full Council and committee work.	In Progress	High	<ul style="list-style-type: none"> - Monthly meetings of the KCCHR to advance the Council’s work and hear from the public - The established KCCHR committees will continue their work: <ul style="list-style-type: none"> (1) <i>Human Rights Report Committee</i> to Research and Write Report on Status of Human Rights in Kitsap County (2) <i>Outreach Committee</i> to Develop Infrastructure for Outreach Efforts (Materials and Social Media) (3) <i>Conference Committee</i> to Plan Annual Conference
3. 2021 Human Rights Conference	Planned	High	<ul style="list-style-type: none"> - Form Conference Committee early, by end of February 2021 KCCHR meeting - Date and location will be selected in early 2021 (usually occurs on a Friday in December at OC or virtually) - Keep deepening the interactive, community-driven, and very well received format
4. Align Our Internal KCCHR Processes with Our Purpose (Mission)	In Progress	High	<ul style="list-style-type: none"> - “Walk the talk” and make <i>how</i> we do our collective work an example of <i>what</i> we’re advocating for in human rights work - Deepening this commitment may include: <ul style="list-style-type: none"> (1) very thoughtful orientation and inclusion of new Councilors (2) continual self-education and deepening our KCCHR analysis, so we are prepared to be responsive rather than reactive (3) increase of focus, dedication, and efficiency as able, while ensuring we remain true to our purpose (4) embodying the values that underpin human rights advocacy within our own collective and our collaborations



KITSAP COUNTY COUNCIL FOR HUMAN RIGHTS – 2021 WORK PLAN

2019 Goal: Event, Action, etc.	Status (Planned, In Progress, Complete)	Priority Level (High, Moderate, Low)	Comments/Coordination
5. Continue to Strengthen Connections with and Learn from Community Leaders (groups, etc.) on Human Rights	In Progress	Moderate	<ul style="list-style-type: none"> - Guidance from community brings increased life and focus to KCCHR - Follow-up on relationships built with community leaders in recent years, such as those engaged with our conference. - Show up for communities' human rights work, <i>on behalf of</i> KCCHR, acting as ambassadors, learners, and relationship builders. Report back to full Council, increasing our engagement with local efforts. - Collaborate and build solidarity with community-led efforts.
6. Deepen Engagement with County Commissioners	Planned	Moderate	<ul style="list-style-type: none"> - Build connections and deepen relationships. - Serve as conduits and exchange information about local human rights issues - Be a resource to the Commissioners, using our increased learning from communities and research to better fulfill our purpose (Mission) advising the BOCC on local human rights issues
7. Establish Connections with State/Regional Councils and Commissions Focused on Human Rights	Planned	Moderate	<ul style="list-style-type: none"> - Learn more about other state, regional, and government entities tasked with human rights advocacy and education, so that we can be better informed and refer Kitsap community members
8. Improve new member on-boarding and retention	In Progress	High	<ul style="list-style-type: none"> - Increase support both at time of on-boarding and while on the Council
9. Participate in formation of Kitsap County Race & Equity Task Force	Planned	High	<ul style="list-style-type: none"> - Attend meetings
10. Update the Human Rights Timeline	Planned	High	<ul style="list-style-type: none"> - Bring existing timeline current (now goes through 2015)
11. Host Forums & Listening Sessions	Planned	High	<ul style="list-style-type: none"> - Host events to hear from community members and area organizations about their needs and experiences. Topics could include: COVID disparities; Conference planning; Social Justice Meet & Greet; Educational Forums
12. Prepare Community Survey	Planned	Low	<ul style="list-style-type: none"> - Prepare a survey that can be periodically distributed to the members of the community to gather information about human rights related experiences and issues to inform the Council.