

## OKLAHOMA CITY HUMAN RIGHTS COMMISSION 2023 ANNUAL REPORT

### **SUMMARY**

The purpose of this annual report is to describe key accomplishments and activities undertaken by the Oklahoma City Human Rights Commission in its first year of operation. While this list is not comprehensive, it captures the Commission's focus areas: (1) creating an organizational structure; (2) hosting meetings and educational events; (3) creating an efficient complaint process for residents; (4) managing complaints received by the Commission; and (5) strategic planning for 2024.

### **ACCOMPLISHMENTS AND ACTIVITIES**

Official meetings	6
Number of attendees <sup>1</sup>	178
Complaints received <sup>2</sup>	15
Speaker events	4
Community Responses for Human Rights Day	194

<sup>1</sup>Estimated based on video recordings of meetings.

<sup>2</sup>Number of complaints or inquiries as of December 31, 2023. Since then, 11 complaints have been filed.

#### **1. Organizational structure**

- Created bylaws and meeting rules and elected Vice Chair
- Formed committees: Rules & Governance, Communications, Education & Outreach, and Complaints & Conciliation

#### **2. Meetings and educational events**

- Held six public meetings at variety of venues and times to increase accessibility
- Hosted four speaker events with Dr. George Henderson, Dr. Bob Blackburn and Jim Loftis, Assistant U.S. Attorney Julia Barry, and Professor Lindsay Robertson
- Celebrated Human Rights Day through the Mayor's Proclamation, social media posts, and interactive posters at all City libraries
- Chair attended the North American Mayors' Summit on Anti-Semitism

#### **3. Complaint process for residents**

- Developed webpage with City's PIM team with some forms available in Spanish
- Created initial intake forms, sworn forms, and detailed description/flowchart of process
- Created online form for digital submission

#### 4. Complaints

- Received 15 complaints or inquiries about discrimination as of December 31, 2023.
- Four complainants were referred to partner agencies, including the EEOC and HUD

#### 5. Strategic planning for 2024

- Expand relationships with partner agencies to improve efficiency of referral process
- Increase public engagement and communications through educational opportunities and outreach

#### Commission contacts:

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**Current Human Rights Commission Members:** Valerie Couch (At-large), Ralph Crawford (Ward 1), Cindy Nguyen (Ward 2), Barbara Peck (Ward 3), Leslie VanBuskirk (Ward 4), Brian Wall (Ward 5), Deisy Escalera (Ward 6), Marsha Dempsey Herron (Ward 7), and Rhonda Hooper (Ward 8).