

RESOLUTION NO. 3075

A RESOLUTION OF THE COUNCIL OF THE CITY OF SALISBURY, MARYLAND TO AMEND THE BYLAWS OF THE HUMAN RIGHTS ADVISORY COMMITTEE TO CHANGE THE COMMITTEE'S MEMBERSHIP REQUIREMENTS AND TERMS.

WHEREAS, on August 10, 2016 the Mayor and Council of the City of Salisbury adopted Resolution No. 2653 creating the Human Rights Advisory Committee; and

WHEREAS, the purpose of the Committee is to advise the Mayor on equity and inclusionary strategies that will strengthen connections among diverse communities living in the City, protect and safeguard the right and opportunity of all persons to be free from all forms of discrimination, to advocate for its citizens at all levels of government who have been victims of discrimination, and the identify and work with community partners to find opportunities to create a more inclusive and diverse community; and

WHEREAS, the membership of the Human Rights Advisory Committee would be enhanced by lifting the requirement to retain a high school student as a representative and instead change that clause to require a person aged 16-24 years be a member of the committee, thus allowing the Committee to more readily fill that position while still ensuring that youth voices are represented; and

WHEREAS, the functionality of the Human Rights Advisory Committee would benefit from reducing term lengths from four (4) to two (2) years to ensure that a diverse range of community members are able to be represented on the Committee.

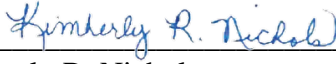
NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Salisbury, Maryland that the bylaws of Human Rights Advisory Committee be amended to reflect the changes to section 1.a – Membership as follows:

Section 1. Membership

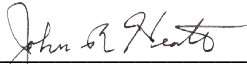
- a. The Human Rights Advisory Committee (“the Committee”) shall consist of thirteen (13) members. The Members shall be authorized and appointed by the Mayor and approved by the Council. The membership shall include at least two (2) representatives of racial or national minorities; at least two (2) representatives from the LGBTQ+ community; at least one (1) ~~high school student~~ representative aged 16-24 years; and at least two (2) members of local religious organizations. Members shall serve ~~staggered~~ terms of ~~four~~ two (2) years; ~~eight (8) members will serve four (4) year terms beginning and ending in even years, and seven (7) members will serve four (4) year terms beginning and ending in odd years. If a member resigns from the committee in the middle of a term, their replacement will serve the remaining length of the resigning member's term.~~ at which point the member may choose whether to apply for a subsequent term.

THE ABOVE RESOLUTION was introduced and duly passed at a meeting of the Council of the City of Salisbury, Maryland held on November 9, 2020 and is to become effective immediately.

ATTEST:




Kimberly R. Nichols
CITY CLERK



John R. Heath
PRESIDENT, City Council

APPROVED BY ME THIS

13 day of November, 2020



Julia Glanz, City Administrator for and
at the direction of Jacob R. Day, Mayor



To: Julia Glanz, City Administrator
From: Laura Baasland, Department of Water Works Program Specialist
Subject: Amending the Bylaws of the Human Rights Advisory Committee
Date: November 4, 2020

At the last meeting of the Human Rights Advisory Committee on September 17, 2020, the committee unanimously carried a motion to amend the committee's bylaws, and is recommending that the Mayor's Office approve these amendments and send them to City Council for adoption.

The first proposed amendment is that section 1.a – Membership remove the requirement to have “at least one (1) high school student” and change it to read “at least one (1) youth representative aged 16-24 years.” This requirement to have at least one high school student appointed to the committee was put in place with the intention of ensuring that the youth voice would be represented on the committee. However, it has proven impractical to specifically require that the member be a high school student, and the committee has been unable to fulfill this particular membership requirement, so the position has remained vacant. The committee is confident that by lifting the requirement of having one member that is a high school student and instead changing the bylaws to require one youth representative, that it will have more success in finding a candidate to fill the position while still retaining the original intent of the provision.

Secondly, the committee proposes that section 1.a – Membership also remove the clause that reads “members shall serve staggered terms of four (4) years; eight (8) members will serve four (4) year terms beginning and ending in even years, and seven (7) members will serve four (4) year terms beginning and ending in odd years. If a member resigns from the committee in the middle of a term, their replacement will serve the remaining length of the resigning member's term.” Instead, the committee would like this clause to be replaced with “Members shall serve two (2) year terms.” The committee feels that it is in its own best interest to shorten the terms of its members in order to keep membership revolving to best ensure the flow of fresh ideas and input. Shorter term lengths will also potentially allow for more community members to serve on the committee and therefore for wider community representation to be had. Lastly, the committee feels that by simplifying the term requirements, membership will be easier to manager from a practical standpoint, especially considering this a large committee, reaching thirteen (13) members at full capacity.

Attached you will find a copy of City Resolution No. 2653, which established the Human Rights Advisory Committee and its original bylaws, as well as a draft resolution to bring before City Council. I am happy to answer any questions you may have about the committee's proposed amendments to its bylaws.

Attachment