

RESOLUTION NO. 2653

A RESOLUTION OF THE CITY OF SALISBURY, MARYLAND TO ESTABLISH A HUMAN RIGHTS ADVISORY COMMITTEE.

WHEREAS, the City of Salisbury seeks to protect the health, comfort, and convenience of their citizens regardless of age, race, color, creed, religion, national origin, ancestry, disability, marital status, sex, sexual orientation, gender identity, or physical characteristic; and

WHEREAS, the City has set goals to strengthen community connections among diverse groups, establish cultural activity centers, and expand multi-cultural projects and programs; and

WHEREAS, the City of Salisbury saw a reported two (2) hate crimes for the year of 2014; and

WHEREAS, the Bureau of Justice reports that, nationally, only 44% of hate crimes were reported to police; and

WHEREAS, the Mayor and City Council deem it in the best interest of its citizens to enact legislation to support and advocate for any citizens who feel they have been victim to hate crime or an act of discrimination; and

WHEREAS, the City seeks to establish the City of Salisbury Human Rights Committee for the advocacy of their citizens on the city, state, and federal levels.

NOW, THEREFORE BE IT RESOLVED, by the Salisbury City Council that the City of Salisbury Human Rights Advisory Committee is hereby established and will abide by the following By-Laws:

By-Laws of the City of Salisbury Human Rights Committee

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) representative from the LGBTQ+ community; at least one (1) high school student; and at least two (2) members of local religious organizations. 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.
- b. The Committee will meet at least six (6) times a year.

- c. At the first meeting a Chair and Vice Chair will be nominated and elected. The Chairperson shall preside at all meetings and work with the City staff member assigned to support this committee with setting the agenda. The Vice Chairperson shall preside over the meetings in the event that the Chairperson is absent.
- d. For any and all formal recommendations made by the Committee to the Mayor, a quorum must be present. A quorum shall be at least 51% of those members appointed.
- e. Members shall make every effort to attend all meetings. In the event that a member is absent from three meetings in any calendar year without either a pre-arranged excuse or an emergency, they may be recommended for removal.

## Section 2. Purpose

- a. To advise the Mayor on equity and inclusionary strategies that will strengthen connections among diverse communities living in the City.
- b. To protect and safeguard the right and opportunity of all persons to be free from all forms of discrimination, including discrimination based on age, race, color, creed, religion, national origin, ancestry, disability, marital status, sexual orientation, gender identity or physical characteristic.
- c. To advocate for citizens on the city, state, and federal levels who have been victims of discrimination.
- d. To identify and work with community partners to find more opportunities to create a more inclusionary, diverse community.

## Section 3. Definitions

- 1. "Discriminate, Discrimination, or Discriminatory" shall mean any act, policy, advertisement, or practice which subjects any person to differential treatment as a result of that person's actual or perceived race, color, creed, religion, national origin, ancestry, disability, age, marital status, sex, sexual orientation, gender identity, or physical characteristic. Discrimination also includes any differential treatment because of one's association with a person or group of people identified herein;
- 2. "Employee" shall mean any individual employed or seeking employment from an employer;
- 3. "Employer" shall mean any person who, for compensation, regularly employs individuals, not including the employer's parents, spouse, or children. For purposes of the City of Salisbury Human Rights Advisory Committee, an "employer" is also a person acting on behalf of an employer, directly or indirectly, or any employment agency.
- 4. "Gender identity" shall mean a person's gender-related self-identity, appearance, expression, or behavior, regardless of the person's assigned sex at birth;
- 5. "Person" shall mean any natural person, firm, corporation, partnership, or other organization, association, or group of persons however arranged;
- 6. "Physical Characteristic" shall mean a bodily condition or bodily characteristic of any person which is from birth, accident, or disease, or from any natural, physical

development, or any other event outside the control of that person including individual physical mannerisms, height, or weight.

7. "Place of public accommodation" shall mean all establishments within the City of Salisbury which offer goods, services, accommodations, or entertainment to the public.
8. "Sexual orientation" shall mean a person's actual or perceived heterosexuality, homosexuality, asexuality, or bisexuality.

#### Section 4. City Council Liaison

One member of the City Council shall act as liaison to the Human Rights Advisory Committee and regularly attend meetings. They shall report to the full City Council on any recommendations made by the Committee and any other pertinent information.

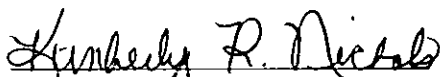
#### Section 5. City Staff Liaison

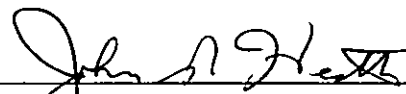
One member of the Mayor's Office with assistance from the Solicitor's Office shall act as liaison to the Human Rights Advisory Committee and regularly attend meetings. They shall report to the Mayor on any recommendations made by the Committee and any other pertinent information.

NOW, THEREFORE BE IT RESOLVED, by the Salisbury City Council that the Human Rights Committee is created.

THIS RESOLUTION was duly passed at a meeting of the Council of the City of Salisbury held on August 8, 2016, and is to become effective immediately upon adoption.

ATTEST:

  
Kimberly R. Nichols, City Clerk

  
John R. Heath, President  
Salisbury City Council

APPROVED BY ME THIS: 10<sup>th</sup> day of AUGUST, 2016.

  
Jacob R. Day, Mayor

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INTER

OFFICE

# MEMO

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## *OFFICE OF THE MAYOR*

**To:** Tom Stevenson, City Administrator  
**From:** Julia Glanz, Assistant City Administrator  
**Subject:** Human Rights Advisory Committee  
**Date:** August 9, 2016

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Attached you will find a resolution to create a Human Rights Advisory Committee. This committee will be charged with advising the Mayor on equity and inclusionary strategies that will strengthen connections among diverse communities living in the City. This Committee will advocate for citizens on the city, state, and federal levels who have been victims of discrimination, protecting the right and opportunity of all persons to be free from all forms of discrimination, and more. This committee will be made up of key stakeholders in the City, along with representatives from the LGBTQ+ community and both racial and national minorities.

Unless you or the Mayor have additional questions, please advance this memorandum and resolution of support to the City Council for approval.

Attachment