**Members:** E. Baker, P. Meeker, J. Dorcely, S. Suchak, R. Dawson, J. Peterson, T. Alvarado, R. Wells

**Mayor’s Office Staff:** C. Maloney, K. Gregg

**Guests:** Abby Arnold, Karen Poor

**DATE: October 21, 2024 TIME: 6 pm to 7:30 pm PLACE: One Government**

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| **TOPIC** | **DISCUSSION** | **DECISION/ ACTION** | **Person Responsible/Reported By** |
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| **Call to Order** |  | Call to order 6:07pm  | EB |
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| **Minutes** |  |  Minutes approved by consent |  |
| **Mayor’s Office** | Holiday Party | Working on room at Quenched and Tempured heavy appetizers sponsored by HRC Exec Board on December 16 at 5:30pm. | CM |
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|  | YEESJCN | Introduction of Co-chairs. Accomplishments: Partner with Women of Toledo for Youth Forum, youth job fairs & Job Board/Portal for youth. Youth are the voices of right now. Advocacy on Source of Income housing discrimination, Better Toledo, & the WIMBY initiative. Connector for the community, clean-ups in the community, Frederick Douglas center garden, National Night Out. Connect with community groups once per year to gather data.  | JP & TA RW & EBJD |
| **Commission Initiatives** | Human LibraryWelcome TLCMediationIFTARBetter ToledoMLKDisabled and ProudCommunity Service WeekKid MayorStop the Violence  | Introduced and gave statistics on the number of books.NC and CM serve together as leadership. Helped with certification. 2026 recertification is the focus now. Neighbors to neighbor mediation to assist with disputes. Unique and welcoming event that the COT shows care for the Muslim community.Initiative to provide trainings for LGBTQ+ and expanded to other equity issues based on Social Justice Committees’ recommendations. This event has been an anchor in the community for decades. Transitioned to online with COVID. Shifting again to have community speakers rather than bringing in national level speakers. Acknowledged that the Deputy Mayors had already had reports from CM on theseTransitioned to partnership with MONSE. Integrated into all the work of the HRC | SSNCRDPMEBEBCMEB |
| **Deputy Mayor Discussion** | Mission IntroductionStrengths and OpportunitiesBest Practices Research Results2025 GoalsDiscussion | Reviewed the mission of the HRC. Welcomed Deputy Mayors and discussed purpose for meeting with them. Focusing on accomplishments and opportunities.Infrastructure, parks, transportationEconomic, Housing, Building & Code Compliance, Public SafetyShoutout to CMAbby noticed that there is some overlap now between the departments. Looked back at the code to see that it was outdated in relationship to how the HRC evolved. HRC filled in some gaps that the COT hadn’t been able to fill. The HRC elevated some of these services to the point that new departments and initiatives were formed inside the COT. Began having discussions with Caryn. Came to the conversation with questions rather than a direction. Karen Poor mentioned being more connected to the community. They know that COT being more in touch with the community voice is an opportunity for the COT. Caryn is part of the cabinet.Presented the strengths and opportunities from the September HRC Commission meeting.Brief presentation on the research of best practices that she has done. Most HRC’s are a staffed department. 5-10 staff members with 12-15 volunteers. Their MONSE and HRC are together under one department. See presentation notes. Move on with 2025 goals as usual. Focus on building connections within the related departments of the city. 1st quarter goal to improve the structure so that we are better connected to what is happening in the city. Help the departments see the value. Strengthen relationship with Ex-Officeo council member. Discussion of common goal: To collaborate better. Goal Setting may be the best place to align the departments goals with ours. Outstanding question: Whose job is it to educate the departments on our work? Discussed the need for volunteers to be engaged on projects and work that they are most invested and interested in. Needs assessment as the COT organizational structure has changed and how HRC is most impactful as our work overlaps. Formalize evaluation and needs assessment which may mean a consultant in the first quarter. Deputy Mayors and CM will continue the conversationDeputy Mayors made the decision for the HRC to continue as we normally would on handling members’ terms are expired. | EBAbby ArnoldKaren PooreAAAA & KPEBKGAA & KPAll |
| **Adjournment** |  | Meeting adjourned at 7:43pm  | EB |

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| **NEXT MEETINGS** |
| **Executive Committee:**Weekly Check-in meeting: TBD | **Full Committee:** November 18 meeting from 6:00 – 7:30 location TBD |