



Kitsap County Council for Human Rights – 2022 Work Plan

Regular Meeting Day, Time, and Location: Third Tuesday of each month at 6:30 PM via Zoom until COVID risk resolved

Advisory Group Staff: Rebecca Pirtle

Advisory Group Chair: Dionne Deschenne

Advisory Group Vice Chair: Susie Beil

Advisory Group Secretary: Erin Lanum

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

1. To advise county government and Kitsap County community on issues 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. To promote equitable treatment of all people and reduce prejudice through education, resource referrals, and advocacy.

Goal, Event or Action	Status (Planned, In Progress, Complete)	Priority Level (High, Medium, Low)	Comments/Coordination
1. 2022 Annual Retreat	Completed	High	<ul style="list-style-type: none"> • Build an effective collective rooted in KCCHR’s purpose (Mission), history and requirements. Articulate 2022 vision and work plan
2. Ongoing full Council and committee work	In Progress	High	<ul style="list-style-type: none"> • Monthly meeting of the KCCHR to advance the Council’s work and hear from the public. • Established KCCHR committees will continue their work: <ol style="list-style-type: none"> 1. Human Rights Report Committee to research and write report on status of human rights in Kitsap County and will maintain the Human Rights Timeline. 2. Outreach & Communication Committee will develop infrastructure for outreach efforts (materials) and draft communication (social media, statements, etc.) as needed. 3. Conference Committee to plan and facilitate annual conference.
3. 2022 Human Rights Conference	Planned	High	<ul style="list-style-type: none"> • Form Conference Committee by the end of the February 2022 KCCHR meeting. • Select date and location early in 2022 (usually in December at Olympic College or virtually). • Continue improving the interactive, community-drive and very well received format to better serve attendees.
4. Align our internal processes with our purpose (Mission)	In Progress	High	<ul style="list-style-type: none"> • “Walk the talk” by making <i>how</i> we do our collective work and example of <i>what</i> we advocate for in human rights work. • This might include: <ol style="list-style-type: none"> 1. Thoughtful orientation and inclusion of new members. 2. Continuous self-education and deepening our KCCHR analysis, so we are prepared to be responsive rather than reactive. 3. Increase focus, dedication, and efficiency as able, while ensuring that we remain true to our Mission. 4. Embody the values that underpin human rights advocacy within our own collective and our collaborations.



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5. Continuously strengthen connections with community leaders and groups on human rights, and learn from them	In Progress	High	<ul style="list-style-type: none"> • Seek guidance from community to bring increased life and focus to KCCHR. • Identify ways of improving community input. • Follow-up with community leaders we have built relationships with, such as those involved with our conference. • Show up for communities' human rights work on behalf of KCCHR, as ambassadors, learners, and relationship builders. Report back to full Council, thereby increasing our engagement with other local efforts. • Collaborate and build solidarity with community-led efforts.
6. Deepen engagement with County Commissioners	Planned	Medium	<ul style="list-style-type: none"> • Build connections and deepen relationships. • Serve as conduits and exchange information about local human rights issues.
7. Establish connections with County, State and regional councils focused on human rights	Planned	Medium	<ul style="list-style-type: none"> • Learn more about other agencies tasked with human rights advocacy and education and build connections with them, so that we can be better informed, better collaborate, and refer community members to them. • Collaborate with the Kitsap County Race & Equity Task Force
8. Host forums and listening sessions	Planned	Medium	<ul style="list-style-type: none"> • Host events to hear from community members and area organizations about their needs and experiences.
9. Prepare community survey	Planned	Low	<ul style="list-style-type: none"> • Prepare a survey that can be periodically distributed to the community to gather information about human rights related experiences and issues to inform the Council.