



Date: July 18, 2014

To: Thomas Bonfield, City Manager
Through: Keith Chadwell, Deputy City Manager
From: Constance Stancil, Director, Neighborhood Improvement Services
Subject: Recommendations to Council to Amend the Composition of the
"Human Relations Commission"

Executive Summary

The Human Relations Commission (HRC) would like to expand the makeup of the board's composition to better represent the changing demographics and diversity of the City.

Recommendation

The Neighborhood Improvement Services Department recommends that the City Council adopt an ordinance amending Durham City Code section 34-108 entitled "Composition; Appointment; Terms of Members; Filling Vacancies." This section is found in Article III, Chapter 34 of the city code entitled "Human Relations Commission."

Background

The current language of Section 34-108(b) of the HRC ordinance states that the membership shall be comprised of six African-Americans, six whites and three members of other racial minority groups other than those listed above. In addition, both genders shall be equally represented but neither by more than 53 percent. When the City Council is unable to apportion appointments to the commission in this article's slated composition, those vacancies will be held until such time as appropriate candidates are identified and appointed.

The HRC recommends the following changes in the above referenced paragraph:

The recommended Commission membership shall consist of 5 Black/African Americans, 5 White/European Americans, 2 Hispanic/Latino Americans and 2 from one of the following racial/ethnic categories: American Indian/Alaskan Native, Asian-Pacific American, Multi/Biracial ancestry. The Mayor's appointee (1) shall be from any racial/ethnic category provided in this section.

If the Commission lacks an individual who self-identifies in whole or in part as either Black/African American; White/European American, Hispanic/Latino American; American Indian/Alaskan Native; Asian-Pacific American or Multi/Biracial ancestry, the City Council shall hold open at least one (1) seat or more for applications from those who identify as one or more of the identities not represented on the Commission. After three (3) months if no applicant who identifies as one or more of the missing identities is appointed, the City Council shall fill the vacancy with otherwise qualified applicants. Both race and gender shall

be equally represented but neither by more than 53 percent. The City Clerk shall cause public notice to be given when vacancies occur in one of the aforementioned seats.

The HRC feels that these amendments will expand the makeup of the board's composition and will better reflect the diversity of the City.