



---

# Elevating HRCP to a Cabinet-Level Agency

Charter Review Committee

May 6, 2024

# Agenda

- Purpose
- Current Status of HRCP in ordinance
- Proposed Changes
- Ballot Language
- Questions & Discussion

# Purpose

HRCP possesses a rich and distinguished legacy in Denver. Its expansive reach and impactful initiatives make it a prime candidate for formal recognition as a city department enshrined in the charter.

Elevating HRCP to Charter Agency status would not only provide vital stability and protection against potential economic challenges, but it would also serve as a powerful symbol of Denver's unwavering dedication to human rights and the well-being of its diverse communities.

# Current Status of HRCP

HRCP is codified in Chapter 28 of the DRMC and through several executive orders:

- The Agency itself is codified in Sections 28-1 thru 19
- The Commissions that serve under its umbrella are codified in Sections 28-20 thru 23
- The HRCP Advisory Board is codified in Sections 28-24 thru 27
- Safe & Welcoming City for Immigrants and Refugees is EO 142
- Compliance with Americans with Disabilities Act is EO 147
- Citywide Language Access Program is EO 150

# Proposed Changes

# Summary of Proposed Changes

Elevates HRCP to a Cabinet-level Agency by:

- Amending §2.2.6 to require City Council approval of the Executive Director of HRCP
- Amending §2.2.10 to add HRCP to the Mayor's Cabinet
- Amending §2.8.1 of the Charter to add the Powers and Duties of HRCP
- Amending §2.8.3 of the Charter to add the Powers and Duties of the HRCP Advisory Board
- Amending §9.2.1 Charter to add the Salaries and Benefits of the Manager of HRCP

Streamlines these changes in the DRMC through a companion ordinance change:

- Updating Sec. 28-17 of the DRMC to remove certain powers and duties of HRCP and replace with: *“To perform such other functions as may be assigned by the Mayor or required by ordinance.”*
- Keeping the specifics around the divisions of HRCP in ordinance

# Proposed Changes

## Amends §2.2.6 – Administrative Appointments

(D) Notwithstanding any other provision of law to the contrary, the Mayor shall nominate in a reasonable and timely manner, and, by and with the consent of City Council, appoint the following officers:

(xiii) The Manager of Community Planning and Development, as described in section 2.13.2 of this Charter; ~~and~~

(xiv) The City Attorney, as described in section 6.1.1 of this Charter; and

(xv) The Manager of Human Rights and Community Partnerships, as described in section 2.8.2 of this Charter.

# Proposed Changes

## Amends § 2.2.10 – Mayor’s Cabinet

(A) The Mayor and the cabinet, which shall consist of the Manager of the Department of Transportation and Infrastructure, the Manager of the Department of Finance, the Manager of the Department of Parks and Recreation, the Manager of the Department of Environmental Health, the Manager of the Department of Safety, the Manager of the Department of General Services, the Manager of the Department of Human Services, the Manager of the Department of Aviation, the Manager of the Department of Community Planning and Development, the Manager of Department of Human Rights and Community Partnerships, and the City Attorney, shall formulate the general administrative policies of the City and County, and each Manager and Officer in its department, shall be responsible for and have full power to carry out such policies.



# Proposed Changes

Amends § 2.8.1 – Department of Human Rights and Community Partnerships created; powers and duties.

There shall be and hereby is created a Department of Human Rights and Community Partnerships. The powers and duties of the Department are:

- (A) To develop and conduct programs to be used by community groups, nonprofits, and Denver employers, that address issues and create opportunities to protect the human rights of underserved and historically marginalized populations;
- (B) To conduct trainings and programs for city employees that will improve their understanding of the issues facing underserved and historically marginalized populations and nonprofits working with or on behalf of these populations as well as opportunities to protect the human rights of such populations;
- (C) To assist community groups seeking improved city services or improved communication with the city and to report to the Mayor and the Council on these activities in a timely manner;
- (D) To promote compliance with and implementation of federal, state, and local laws prohibiting discrimination and to act as a resource for internal and external entities;
- (E) To develop and execute initiatives that create an enhanced environment of support for nonprofits and community members working with city; and
- (F) To perform such other functions as may be assigned by the Mayor or required by ordinance.

# Proposed Changes

## Amends § 2.8.2 – Manager of Human Rights and Community Partnerships

The Manager of Human Rights and Community Partnerships shall be in full charge and control of the Department, shall devote full time to the duties of the office, shall be nominated and, by and with the consent of Council, appointed by the Mayor, and shall hold office at the pleasure of the Mayor.

# Proposed Changes

Amends § 2.8.3 – Human Rights and Community Partnerships Advisory Board – Powers and Duties

There is hereby created the Human Rights and Community Partnerships Advisory Board, the size, qualifications, composition and appointment of which shall be set by Council. The functions of the board shall be to all advise the Manager with respect to the policy and operation of the Department, shall receive reports and review the Department’s commissions, may create sub-committees, as needed, to research emerging issues, and perform such other functions as may be assigned by the Mayor or required by ordinance.

# Proposed Changes

## Amends § 9.2.1 – Salaries and Benefits of certain Charter officers set by ordinance

The annual salaries and benefits of the following officers of the City and County of Denver shall be set by ordinance as hereinafter provided:

(B) Appointed Charter officers. Manager of the Department of Public Health and Environment; Manager of the Department of Transportation and Infrastructure; City Attorney; Manager of the Department of Safety; Manager of the Department of Finance; Manager of the Department of Parks and Recreation; Manager of the Department of General Services; Manager of the Department of Human Services; Manager of the Department of Aviation; Manager of the Department of Community Planning and Development; Director of Excise and Licenses; Manager of Human Rights and Community Partnerships.

# Proposed Ordinance Changes

## Amends DRMC Sec. 28-17 – Powers and Duties.

~~(A1) To develop and conduct programs to be used by community groups, nonprofits, and Denver employers, and local agencies specifically to that address issues and create opportunities to protect the human rights of underserved and historically marginalized populations; opportunities of nonprofits, older adults, racial, ethnic, and religious minorities, women, people who are lesbian, gay, bisexual, transgender, or queer, and people with disabilities.~~

~~(B2) Upon request of a city agency or the mayor, to conduct trainings and programs for city employees that will improve their understanding of the issues facing underserved and historically marginalized populations and nonprofits working with or on behalf of these populations as well as opportunities of to protect the human rights of such populations; older adults, racial, ethnic, and religious minorities, women, people who are lesbian, gay, bisexual, transgender, or queer, people with disabilities, and nonprofits working with or on behalf of any of these populations.~~

~~(3) — In the event of widespread civil disturbance, natural disaster or other emergency, and at the request of the mayor, to provide for dissemination of reliable and accessible information to citizens in coordination with the office of emergency preparedness and other appropriate agencies. Accessible information may include, without limitation, sign language interpretation, computer aided real-time transcription, Braille, and other accommodations based on a disability.~~

~~(C4) To assist community groups which seek improved city services or improved communications with the city and to report to the mayor and the council on these activities in a timely manner.~~

~~(5) To make available to Denver residents, neighborhood organizations and groups, nonprofits, older adults, racial, ethnic, and religious minorities, people who are lesbian, gay, bisexual, transgender, or queer, women, and people with disabilities information regarding community services for these populations.~~

~~(6) To act as liaison of the city to the Denver Sister Cities International organization.~~

~~(7) To exercise powers provided to the agency under article IV and article IX of this chapter.~~

~~(D8) To promote compliance with and implementation of the federal, state, and local laws prohibiting discrimination and Americans with Disabilities Act among city departments and properties and to act as a resource for internal and external entities.~~

~~(9) To engage and integrate new and developing communities in civic participation and community involvement.~~

~~(10) To develop and execute training and capacity building programs that build relationships, knowledge, and skills for city agencies, nonprofits, and the community to work together.~~

~~(E11) To develop and execute initiatives that create an enhanced environment of support for nonprofits and community members working with the City and County of Denver; and:~~

~~(F12) To perform such other functions as may be assigned by the Mayor or required by ordinance. To leverage, coordinate, or distribute resources to enhance nonprofit and community access to funding opportunities to better meet community needs.~~



# Ballot Language

Shall the Charter of the City and County of Denver be amended to add the Agency of Human Rights and Community Partnerships as a cabinet department and define the powers and duties of the department?

# Questions & Discussion