



# BOARDS & COMMISSIONS

## Salt Lake City **Human Rights Commission** *Annual Report 2024*

### **A Message from the Chair and Vice Chair**

It has been our honor to serve as the Chair and Vice Chair of the Human Rights Commission (HRC) for the year of 2024. The HRC also restructured its meeting schedule to meet bi-monthly to use the non-meeting months to work on various priorities related to human rights. Each commission selected a focus area of interest to prioritize their efforts in, to include meeting with related City departments, community partners, and/or City Council representatives. This year, the HRC focused on community engagement with an intention to both educate the public about human rights issues affecting Salt Lake City neighborhoods and learn from residents about their human rights concerns. In this regard, the HRC conducted two programs that were structured as constructive conversations and community dialogues, where a session took place in both the Spring and Fall. In the future, the HRC hopes to continue these discussions in follow-up sessions and build upon these models to formally conduct two forums per year each focusing on diverse community issues.

In 2024, the HRC also joined the Community Partners Against Hate (CPAH), which is a partnership/coalition that brings together leaders and representatives of diverse communities as well as Salt Lake officials to advocate collectively to increase the reporting of hate crimes and to support one another through incidents of hate. The group also supports one another's communities when targeted by hate. Lastly, the HRC has continued to work closely with the Office of Access and Belonging to implement the CEDAW ordinance passed in 2022. The commission worked alongside the Mayor's Office to host a CEDAW informational session for community stakeholders in March 2024, and is working to finalize a strategic plan for implementation.

The members of the commission are grateful for Michelle Mooney, Impact Manager for her continuous direction, guidance, and support. The HRC also expresses their appreciation for the Mayor, City Council, and the city's Office for Access and Belonging. We are excited for the future of the commission and our ongoing commitment to advancing human rights in Salt Lake City.

Sincerely,

David Leta, Chair

Will Terry, Vice Chair

## **Commission Members**

Commissioner Lisia Satini, District 1 (REP Commissioner)  
Commissioner Lucia Rodriguez, District 2 (Ending August 2024)  
Commissioner Olivia Jaramillo, District 3  
Commissioner Will Terry, District 4, Vice Chair  
Commissioner Jennifer Mayer-Glenn, District 5  
Commissioner David Leta, District 6, Chair  
Commissioner Emily Khan, District 7  
Commissioner Everette Bacon, At-Large (ADC Commissioner)  
Commissioner Pamela Silberman, At-Large

## **2024 Overview**

Throughout this year of “transition,” the Salt Lake City Human Rights Commission (HRC) was able to fulfill their obligations per city code on other boards and commissions to include the Racial Equity in Policing Commission and Accessibility and Disability Commission. The commission met with various city/county/state departments and related community partners to discuss issues related to specific human rights areas each Commissioner led out on (*see appendix*). The commission has been supporting the community in equity in education and a high school in Glendale conversations with the Mayor’s Office and with the Salt Lake City School District. This year, the HRC coordinated and hosted another Human Rights Day celebration in honor of the 76th anniversary of the United Nations Universal Declaration of Human Rights. In 2024, the HRC hosted and facilitated two community dialogues. On March 2nd, in collaboration with the Westside Coalition and Living Room Conversations, the HRC co-sponsored a half-day program entitled “Constructive Conversations on Homelessness” at Glendale Middle School. Local westside residents, people experiencing or having previously experienced homelessness and local homeless service providers attended. Despite an intense snowstorm that day, the event was well attended with 75+ individuals. On September 28th, in collaboration with Braver Angels, the Utah Center for Global Talent and New Americans, the Center for Economic Opportunity and Belonging, and the Salt Lake County Mayor’s Office for New Americans, the HRC hosted a community forum titled “Seeking Common Ground: A Community Dialogue on Immigration.” It was held at the Sorenson Unity Center and was attended by approximately 40 + participants. Everyone came away with a better understanding of community needs and a renewed respect for the different perspectives.

### **Review of 2024 Goals & Priorities**

Continue working on the outstanding 2023 goals and priorities.

Restructure commission to have members assigned to various human rights issues impacting SLC.

Increase commission visibility with City departments that have a role in policymaking.

Facilitate bi-annually or quarterly community engagement initiatives.

Serve as a liaison between the City and the community on policies impacting human rights.

Advise policy update and work with necessary departments involved with historical markers project.

## **2024 Commission Accomplishments**

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- I. Collaborate with Mayor's Office Policy Advisor for Refugees and New Americans on Drafting a Community Resource Guide
- II. Draft Process for Ordinance and Transmittal Review with HRC Involvement
- III. Celebrated 76th Anniversary of United Nations Declaration for Human Rights
- IV. Increase Community Engagement and Collaboration with Community Partners:
  - a. Hosted Two Community Forums on Homelessness and Immigration
  - b. Joined the Community Partners Against Hate:
    - i. Co-Sponsored to Facilitate Quarterly Film Series with Community Conversations
    - ii. Collaborated and Supported the Student Unity Summit Against Hate
- V. Partnered w/ Salt Lake City Mayor's Office of Access and Belonging and Salt Lake County Mayor's Office of New Americans on National Voter Registration Day Programs

## **Commission Goals & Priorities for 2025**

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1. Advise policy update and work with necessary departments involved with historical markers project.
2. Develop lines of communication and understanding between service providers, unsheltered communities, relevant policy makers, local housed residents and other impacted communities to create policy-related recommendations on homelessness and immigration.
3. Maintain ongoing communication with and assist the City's departments in developing or reviewing policies that address a human rights perspective or impact.
4. Review and assess Salt Lake City's housing attainability plans for the next five years and provide recommendations where necessary and appropriate.
5. Engage and create connections/relationships with Indigenous organizations and identify City officials and/or departments for community collaboration on the human rights of Indigenous individuals.
6. Review Salt Lake City's ordinances and policies for compliance with City goals, applicable Utah state law and applicable federal requirements to better ensure public safety, security and human rights.
7. Review ways within Salt Lake City to celebrate cultural diversity, belonging and individual identity.

## Appendix:

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HRC Website

(<https://www.slc.gov/boards/boards-commissions/human-rights-commission-new/>)

HRC Ordinance

([https://codelibrary.amlegal.com/codes/saltlakecityut/latest/saltlakecity\\_ut/o-o-o-51190](https://codelibrary.amlegal.com/codes/saltlakecityut/latest/saltlakecity_ut/o-o-o-51190))

HRC Meeting Information ([Minutes and Agendas](#))

[CEDAW Ordinance](#)

[2022 HRC Annual Report](#)

[2023 HRC Annual Report](#)