

# CRC - Commission Member Job Description

## Background

The Community Relations Commission of Goshen (CRC) is a volunteer group of Goshen (Indiana) residents. Members are appointed by the Mayor of Goshen and Goshen City Council.

The mission of the CRC is to foster a climate of positive community relationships and non-discrimination in which all Goshen citizens enjoy equal opportunity.

The CRC is committed to the following seven principles:

- Respect for each other and respect for each other's rights
- Open communication and engagement
- Honesty
- A safe community
- Acceptance that change has positive and negative consequences
- Tolerance of differences
- Support for equality and freedom from discrimination

The CRC sponsors programs and initiatives to cultivate and promote positive community relations. Past and possible future events include:

- A community-wide, Diversity Day/Taste of Goshen - a fun event where community members from various ethnicities share their food traditions in a downtown, First Friday's street party.
- Policy proposals and resolutions including a resolution to reject a for-profit immigrant detention center, and a resolution recognizing Goshen's history as a "Sundown Town."
- Bystander Training - a community workshop where small groups of residents learn about how to respond positively in the event they witness discrimination or harassment in a public place.
- Community Conversations - a gathering of community members where they can experience challenging intercultural, social, or political conversations in a productive, meaningful and solution-oriented manner.

## Commission Member Activity Level

CRC members volunteer their time on this commission. Members serve three year terms, and typically give four to six hours per month. Members meet on the second Tuesday of each month for a two to three hour meeting. In addition, members are often involved in various subcommittees and participate in CRC sponsored programs. The Taste of Goshen event is an "All Hands on Deck" event where members staff the event by setting up and cleaning up after the event, selling tickets, and helping wherever needed.

## Commission Member Qualifications and Desired Attributes

The commission welcomes diversity of race, ethnicity, gender, religion and perspective among its membership. Commission members are faced with sometimes complex and challenging situations. For this reason, Commission Members should demonstrate:

- A commitment to the seven principles
- A commitment to and support of the “[Resolution for Visitors Policy](#)”
- A desire to engage positively with persons very different from themselves
- An eagerness to learn and grow
- Good listening skills
- Openness and warmth
- Courage to stand for justice, even when it is hard

Additional desired (but not essential) characteristics include:

- Experience with racial/cultural bridge-building
- Experience around issues of discrimination of protected groups
- Experience thinking and acting strategically.
- A track record of community involvement
- A basic understanding of parliamentary procedures
- Willingness and capacity to provide leadership

## Application Process

Individuals who wish to be considered for a position on the CRC should complete the Boards and Commissions application on the [following link](#).