

CRC - Commission Member Job Description

Approved 12/11/2018

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 CRC serves Goshen by developing programs and policies that aim for a city without racism or discrimination of any kind, and build capacity for creative problem solving, resiliency, understanding, and compassion among the diverse people in our community.

The CRC is committed to the following seven principles:

- Honor the dignity of each person and each person's rights
- Listen to the diverse voices of the community
- Constructive communication and engagement
- Honesty, truthfulness, and integrity
- Promote a community that is safe for all
- Acknowledge and accept the challenge of change—that it may have both positive and negative consequences
- Promote the acceptance of differences
- Promote 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 an application using this form](#).