



County of Onondaga
Office of Diversity and Inclusion

John H. Mulroy Civic Center, 15th Floor
 421 Montgomery Street, Syracuse, New York 13202
 Phone: 315.435.3565
 Human Rights: 315.435.3565
 MWBE: 315.435.5065

www.ongov.net

J. Ryan McMahon, II
County Executive

Monica Williams
Chief Diversity Officer

Human Rights Commission

Established 1963 – Deactivated 2010 - Re-Established Aug. 2015

Mission: To demonstrate and act on Onondaga's County's commitment to Human Rights.

Goals: To promote understanding and acceptance of diversity, facilitate intergroup communication, identify and address sources of intergroup tension and conflict, reduce conditions which can lead to discrimination and restrict opportunity, and to provide related education, information and referral.

Current Objectives:

- Providing diversity training to all county employees and to non-profit human services agencies
- Offering targeted awareness training and human/civil rights education, especially upon request from county departments, human services agencies and community groups
- Responding to requests for information and other forms of assistance to community members via phone, email, or in person. Screening related intake communication for the Justice Center Oversight Committee (*calls from the Jail or Jamesville Penitentiary are free and confidential*)
- Serving as Title VI & ADA departments to ensure compliance with federal, state, and local civil rights laws that prohibit discrimination on the basis of race, color national origin, gender or gender identity, sexual orientation or disability.
- Investigating selected civil rights complaints within Onondaga County government settings and serious allegations of discrimination in the community
- Outreach to the public to provide information about the mission of the Human Rights Commission and Justice Center Oversight Committee and related services, programs and opportunities
- Utilizing processes of conference, conciliation, persuasion and education to alleviate or resolve situations of intergroup conflict and/or alleged discrimination;
- Reaching out to community leaders, advocates and groups that represent the broad diversity of Onondaga County, and participating in selected community events as a County representative;
- Producing written materials to provide the public with information about the Commission and its work, human and civil rights education topics, as well as an annual report about our activities and programs. Staff also maintain a county-based website with this information

Note: The Human Rights Commission focuses on discrimination on the basis of race, color, creed, sex, age, religion, nationality/national origin, disability, sexual orientation & marital status.

Monica Williams – Chief Diversity Officer
Montanette Murphy – Director of Human Rights,
 Administrator of the Justice Center Oversight Committee,
 Title VI, ADA & LEP Plan Coordinator

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 421 Montgomery Street, 15th Fl.
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Email: *montanettemurphy@ongov.net*

Phone: (315) 435-3565 or
 (315) 435-3567 (*free & confidential call from persons held in the Jail or in Jamesville Prison*)



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Justice Center Oversight Committee (JCOC)

Legislation Enacted 2015, Established 2016

Mission: To provide the Sheriff's Department with recommendations that will help it to prevent harm to inmates and staff within the Justice Center, and to share these recommendations with the Legislature and County Executive to assist them in directing resources to support this goal.

Goals: Receive and review serious complaints and to review serious incidents that occur in the Justice Center, to present the results of investigation into those complaints and incidents to the appointed committee, and to support their process of deciding on and communicating recommendations to the Sheriff's Dept, County Executive and the Legislature.

Objectives:

- Receive and screen complaints from Justice Center inmates, family members or advocates;
- Receiving notice of serious incidents from custody administrators;
- Provide custody administrators with timely notice and summaries of serious complaints and the intended JCOC investigative steps and requests;
- Work with custody administrators and the county law department to ensure that the pursuit of individual investigations is appropriate in light of other related investigations, privacy concerns, applicable law, and the internal operations of the Jail;
- Review existing custody policies and procedures as related to JCOC case investigations and emerging concerns, and in response to Sheriff's Dept. requests for input on potential enhancement;
- Document the results of each investigation, and assist Committee members designated as primary reviewer for each case in presentation of related information to full Committee;
- Assist the Committee in understanding the results of investigations and considering related recommendations for Justice Center policy, procedure and training;
- Document and communicate the decisions of the Oversight Committee
- Reach out to community leaders, advocates and groups that represent the diversity of inmates held in the Justice Center;
- Develop & maintain a website, and produce written materials, to provide the public with information about the JCOC and its work.

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