

**MADISON HEIGHTS HUMAN RELATIONS AND EQUITY COMMISSION  
2024 STRATEGIC PLAN (with end of year update)**

Name of Project, Goal	Benefit if completed	Timeline for Completion	Resources needed (staff support, subcommittee, fundraising)	Measure of Success	Priority	Update as of 12.31.24
2024 Calendar with social media content	Increase exposure to a wide variety of cultural and religious holidays, celebrations, and days of recognition to individuals in Madison Heights and beyond	January 2024 for calendar, February 2024 for social media content	May require coordination on city website, with city personnel and other cultural and religious calendars	Increase awareness measured by social media engagement	High	Focused on social media posts. Drafted 2025 calendar based on recognition days/months agreed upon throughout 2024.
Advise City Council on diversity and inclusion issues as opportunities arise	Diverse viewpoints and experiences will be considered by City Council	December 2024	May require coordination or sharing of or requesting information with city departments	City Council takes information presented by HREC under advisement during decision-making process	High	HREC could use more direction in how to achieve this goal.
Juneteenth: Participate in a meaningful way in Juneteenth	City will have a continued presence in planning and participation of the Juneteenth event	June 2024	May require coordination with police, fire department, and DPS	HREC has presence at the Juneteenth event	High	HREC has minimal planning duties and now focuses on participating as a booth and having one-on-one conversations with attendees.

Motorama & Smoke: Plan and execute car show and cooking competition	Citizens will have an opportunity to find common interests through hobbies and shared experiences	July 2024	May require coordination with police, fire department, and DPS as well as other outside organizations such as schools and businesses	HREC organizes and hosts a successful event based on event participation and attendance	High	Coordinating this event with the Police/Fire Open House, as well as hiring a professional planner helped make this event very successful.
Cookbook Project: Collect recipes and sell community cookbook.	Citizens will have an opportunity to contribute to cookbook and use recipes from their neighbors; HREC will fundraise	November 2024	May require coordination on city website to collect recipes online	Product is available for order and digital access by tree lighting.	Medium	Planning and organizing went smooth, however HREC is struggling to get enough recipes. May need to review if this is still a priority.
Book Club: Continue monthly book club and develop opportunities for outreach to the community and in schools.	Increase exposure to different viewpoints and cultures to individuals in Madison Heights and beyond	December 2024	Physical location to host the book club meetings; collaboration with library for book selection and book availability for circulation.	Continue to see interest in the book club book based on (1) increases to circulation of selected books, and (2) increases in number of participants at book club meetings.	Medium	Novels + Neighbors has been increasing in in-person participation. A wider range of people are participating and books are circulating indicating community interest.