



NEW YORK CITY
**HUMAN
RIGHTS
INITIATIVE**

AFFIRMING AND ADVANCING RIGHTS FOR ALL

Human Rights GOAL (Government Operations Audit Law)

Human Rights GOAL seeks to ensure that principles of human dignity and equality are at the center of New York City governance. By putting into place measures that will prevent and change inefficient and discriminatory policies *before* they result in harmful outcomes, Human Rights GOAL promotes an approach that is more consistent with our democratic principles, and that will yield more responsive and equitable city government.

Under Human Rights GOAL:

- **The City fulfils its responsibility to ensure that people are treated fairly.** The law recognizes that the elimination of discrimination in civil, political, social, cultural and economic spheres is essential to the fulfillment of human rights, and is thus a central concern of City government.
- **Problems are addressed pro-actively, rather than after the fact.** Each City department – on a rotating basis – conducts a Human Rights Analysis to identify policies that may unintentionally discriminate against women, people of color and other groups in the areas of employment practices, allocation of funding and human resources, and service delivery. After conducting the Analysis, the departments then develops an Action Plan to correct in a timely manner inequities it has uncovered. Using the same criteria, prospective policies are screened before they are implemented.
- **City personnel, community advocates and city residents work together as allies rather than adversaries.** A Local Human Rights Task Force, which includes representatives of the community, city officials, and others with relevant knowledge and skills assist in implementing the legislation. This kind of partnership not only generates more effective solutions, it can also help avoid costly lawsuits.
- **Good data provides a clear understanding of the problems facing New Yorkers.** Consistent standards for data collection and analysis help identify gaps facing different populations and provide the basis for sound policies that don't have unintentionally harmful consequences.
- **City personnel are educated about human rights.** Human rights education is integrated into ongoing training for city employees at all levels so that they understand their own rights and those of the individuals and communities they serve.

The New York City Human Rights Initiative is a broad coalition of local, national, and international groups based in New York City. Coordinating organizations are: the Women of Color Policy Network, Legal Momentum, Human Rights Project of the Urban Justice Center, Amnesty International USA Women's Human Rights Program, the American Civil Liberties Union, and the New York Civil Liberties Union. For information, contact: 646-602-5628 or info@nychri.org