

# Human Rights Commission 2014 Work Plan



1800 West Old Shakopee Road  
Bloomington, MN 55431-3027

Bloomington Human Rights Commission – (Executive Summary)  
Work Plan 2014

Action Categories	Cultural Competence	Equality	Leadership	Public Relations
<b>January</b>		<ul style="list-style-type: none"> <li>• Dr. MLK, Jr. Day Proclamations               <ul style="list-style-type: none"> <li>○ City Council (January 6)</li> <li>○ Bloomington School Board (January 13)</li> </ul> </li> </ul>		
<b>February</b>		<ul style="list-style-type: none"> <li>• Exhibit: “They Played for the Love of the Game” (February 3 – 28) Coffee with the Curator (February 4, 7, 10, 19, 25)</li> <li>• Creekside lunch and learn: “The History of Black Players in Baseball” (February 7)</li> <li>• Community Event: “Legacy of MN Black Baseball and the MN Twins” (February 27)</li> <li>• Penn Lake Library Book Display and Film Screenings (February 18, 22)</li> <li>• Oxboro Library/Valley View Middle School Exhibit/Display: “People of Color in Baseball” (February)</li> </ul>		
<b>March</b>			<ul style="list-style-type: none"> <li>• Co-sponsor with Social Justice Committee, Oak Grove Presbyterian Church, “Girl Rising” movie and program</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity Day – T-shirt contest selection (March 17)</li> </ul>
<b>April</b>				<ul style="list-style-type: none"> <li>• Egg Hunt and Family Fun Walk &amp; Booth (April 5)</li> </ul>

<b>May</b>		<ul style="list-style-type: none"> <li>• Dred and Harriet Scott Freedom Day Proclamation (May 26)</li> <li>• Freedom Day exhibit – Freedom Rides – Civic Plaza and schools (May 19 – 30)</li> </ul>		<ul style="list-style-type: none"> <li>• Diversity Day (May 2)</li> <li>• Peace Run (May 2)</li> <li>• Jefferson and Kennedy Diversity Speaker (May 2)</li> <li>• Kennedy Div. booth (TBD)</li> <li>• Jefferson Div. booth (May 2)</li> </ul>
<b>June</b>				
<b>July</b>				
<b>August</b>				<ul style="list-style-type: none"> <li>• National Night Out ride-alongs (August 5)</li> </ul>
<b>September</b>	<ul style="list-style-type: none"> <li>• International Day of Peace Proclamation (September 21)</li> <li>• Naturalization Ceremony and Welcoming Immigrants event</li> <li>• Cultural Entertainment, Interactive Activities at Bloomington Heritage Days (September 20)</li> </ul>			
<b>October</b>				
<b>November</b>				
<b>December</b>			<ul style="list-style-type: none"> <li>• Omar Bonderud Award/Reception and Human Rights Day Proclamation (December 1)</li> </ul>	
<b>Ongoing</b>	<ul style="list-style-type: none"> <li>• Commissioners attend educational workshops and conferences</li> <li>• Support Joint Community Police Partnership</li> </ul>		<ul style="list-style-type: none"> <li>• Speakers and Media Resources on Human Rights Issues</li> </ul>	<ul style="list-style-type: none"> <li>• Publicize HRC in Briefing, Channel 14, outdoor message sign, social media, City website, public libraries, Bloomington Crow</li> <li>• Participate in the District #271 Diversity Advisory Committee</li> </ul>
<b>TBD</b>		<ul style="list-style-type: none"> <li>• ADA awareness program/activity in coordination with the 24<sup>th</sup> Anniversary of the passing of the ADA</li> </ul>	<ul style="list-style-type: none"> <li>• Research current Youth Resource Map to determine the addition of Human Rights resources</li> <li>• Research Youth Leadership options <ul style="list-style-type: none"> <li>○ Conflict Resolution Center training</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Participate in Block Captains Workshop</li> <li>• Creekside Community Center Open House (booth)</li> </ul>

# **Bloomington Human Rights Commission**

## **2014 Work Plan**

### **Purpose**

The purpose of the Bloomington Human Rights Commission (HRC) is to advise the Bloomington City Council in matters of human rights and equal opportunity for all citizens of the city.

Our 2014 Work Plan is organized by key issues identified in the report, *“Building Inclusive Communities, An Action Guide for City Leaders,”* published by the League of Minnesota Cities.

We’ve chosen (4) categories for action in 2014. Those categories are listed and described below:

- 1. Cultural Competence**
- 2. Equality**
- 3. Leadership**
- 4. Public Relations**

## 1. Cultural Competence

*“Cultural competence is a willingness to learn and listen. It is being welcoming and dropping defenses. It is asking rather than assuming. It is a permanent way of changing how community issues are communicated and approached.”*

- Provide opportunities for Human Rights Commissioners to attend educational workshops and conferences.
- Celebrate 2014 International Day of Peace, September 21, 2014.
  - a) Present Proclamation at City Council for 2014 International Day of Peace, September 21, 2014.
  - b) Sponsor one-day of International Day of Peace events focused on Bloomington as a community that welcomes immigrants.
    - 1. Host a naturalization ceremony for immigrants.
    - 2. Research the potential of sponsoring a panel that includes the sharing of personal history and of experiences on settling in the United States by asylees and other immigrants, to raise awareness of experiences of immigrants in the workplace, housing, education, public services and other areas.
  - c) Explore sponsorship of cultural speakers or panels at smaller venues in the community.
- Support the Joint Community Police Partnership (JCPP) in Bloomington by providing resources and coordination at community events and other activities as appropriate.
- Coordinate cultural activities at the Bloomington Heritage Days (September 20, 2014). Activities may include cultural entertainment and interactive activities.
- Commissioners research Human Rights issues as they pertain to Bloomington residents and present information with potential recommendations for purposes of developing the 2015 Work Plan.
- Feature speakers and media resources on Human Rights issues including, however not limited to:
  - a) Lisa Albrecht, activist, educator and writer, Director of Undergraduate Program in Social Work in Social Justice at the University of Minnesota
  - b) Asian Pacific American Institute for Congressional Studies (APAICS) Laila Mohib, Program Director
  - c) Twin Cities Compass representative

- d) Velma Korbel, Minneapolis Civil Rights Director
- e) Minnesota Multi-Ethnic Chambers of Commerce Joint Council representative
- f) Ahmed K. Sirleaf II, Program Associate, The Advocate for Human Rights, One Voice Minnesota (OVM) network
- g) Barbara Raye, founder and Executive Director of the Center for Policy, Planning and Performance, Youth Intervention Programs Association (YIPA) and/or Abdi Ali, Program Director of the Center for Multicultural Mediation and Restorative Justice in Minneapolis (CMMRJ)
- h) Bureau of Apprehension (BCA) Bias/Hate Crimes
- i) Kathy Millington, Executive Director, World Citizen Peace Sites, founded in 1982 (2012 was the 30th anniversary)
- j) Lillian MacDonald, Executive Director and founder of ECHO (Emergency & Community Health Outreach)
- k) Les Fujitake, Superintendent, Bloomington School District
- l) Oliver Smith, Joint Community Police Partnership and Multicultural Advisory Committee
- m) Commissioner Kevin Lindsey, Minnesota State Department Human Rights
- n) Mohamed Cali, Nadifo Hashi, Abdi Malik, Topic: Somali culture
- o) Dinna Wade-Ardley, Director, Office of Educational Equity
- p) Colleen Wieck, Executive Director of the Minnesota Governor's Council on Developmental Disabilities – Minnesota Advisory Council
- q) Edward McDonald, Executive Director of Council on Black Minnesotans (COBM)
- r) Hector Garcia, Executive Director of Chicano Latino Affairs Council (CLAC)
- s) Sia Her, Executive Director on Asian Pacific Minnesotans (CAPM)
- t) Speaker – Minnesota Council on Disability regarding Americans With Disabilities Act (ADA)
- u) “Coexist”, a 40 minute documentary film on survivors of the 1994 Rwanda genocide

## 2. Equality

*“Improve cross-cultural understanding and acceptance.”*

- Celebrate/recognize Dr. Martin Luther King Jr.’s birthday (January 15, 2014). Present Proclamation to City Council and School Board.
- For Black History Month, co-sponsor events with the Ramsey County Historical Society, the Bloomington Historical Society and the Minnesota Twins:
  - a) A historical exhibit titled “They Played for the Love of the Game,” February 3 – 28, 2014, at Bloomington Civic Plaza.
  - b) Coffee with the Curator, personal tours led by Frank White of “They Played for the Love of the Game” exhibit, may occur February 4, 7, 10, 19, and 25, 2014.
  - c) A lunch and learn program will take place at Creekside Community Center, February 7, 2014. The topic will be black players in baseball.
  - d) Encourage local elementary schools to schedule field trips to see the exhibit during Black History Month.
  - e) Penn Lake Library will offer a special book display and two Jackie Robinson film screenings February 18 and February 22, 2014.
  - f) Oxboro Library - two displays involving Valley View Middle School students developing exhibits on historical and contemporary African American achievements nationally and internationally and people of color in baseball.
  - g) Sponsor a community event on February 27, 2014 titled “Legacy of Minnesota Black Baseball and the Minnesota Twins.” The program will include a historical reenactment of how Jackie Robinson and Branch Rickey broke the color barrier in professional baseball. In addition, Frank White will share the untold story of local African American baseball players who were denied to play the game of baseball.
- Present Proclamation to City Council honoring Dred and Harriet Scott Freedom Day (May 26, 2014).
  - a) June 21, 2014, marks the 50th anniversary of the murder of four Freedom Riders. Recognize and honor the Freedom Rides and what they accomplished. The Freedom Riders numbered over 400 people from all over the United States, including Minnesota, who rode busses to peacefully challenge institutional segregation. Explore offering the Gilder Lehrman Institute of American History exhibit, with other sponsors, on the Freedom Riders.
- Research issues relating to the Americans with Disabilities Act (ADA). Determine potential for a program/awareness activity in coordination with July 24, 2014, which is the 24<sup>th</sup> anniversary of the passing of the ADA.
- Research issues surrounding human trafficking involving other local organizations and groups (e.g., League of Women Voters, Bloomington Police Department, Cornerstone,

Breaking Free, Women's Foundation of MN) in order to determine the most effective role and/or actions of the HRC.

### 3. Leadership

*“Being a successful leader of a multicultural community also means recognizing and fostering leadership in others.”*

- Solicit applications and present the Omar Bonderud award.
- Research Youth Leadership options to involve community stakeholders serving youth focusing on Human Rights in order to find common ground leading to developing effective training in light of diminishing resources. This planning effort embraces three core needs: one, identifying a broad and diverse base, well-chosen Bloomington youth receptive to leadership training, secondly, making Bloomington youth receptive to leadership training and making Bloomington youth training self sustaining, and thirdly, engaging training resources like the Conflict Resolution Center to satisfy training objectives. Outcomes may include training youth to become trainers capable of assisting youth efforts to identify, develop, and carry out future youth centered human rights projects.
- Research youth resource materials to determine the potential for the addition of Human Rights resources.

### 4. Public Relations

*“Increased visibility will allow more citizens to access our services and increased communications will keep the Commission aware of events and trends in the community.”*

- Participate in community events including, however not limited to:
  - a) Heritage Days
  - b) Creekside Community Center Open House
  - c) Egg Hunt and Family Fun Walk
- Diversity Day
  - a) Co-sponsor Diversity Day speaker. Potential speakers include, but are not limited to:
    - Ron Rabinovitz, with his presentation “Letters from Jackie,” arising out of the friendship he had with his baseball hero, Jackie Robinson.
    - Stephanie Hope Smith, presenting on “History of the Dakota people”.
    - Spencer West, presenting on “Me to We”.
    - Joy Friedman, Breaking Free, on Human Trafficking.

- b) Participate in and support each High School's Diversity Day/Week activities and events. Research the option of participation of Bloomington Middle Schools becoming involved in Diversity Day/Week activities in May 2014.
- c) Co-sponsor Diversity Day Peace Run with Jefferson and Kennedy High Schools on May 3, 2014.
- d) Judge Diversity & Peace Day T-shirt Logo Contest
- Provide information about the HRC and its resources and activities at the Bloomington Block Captains Workshop.
- Participate in National Night Out on August 5, 2014 including ride-alongs with Police Officers and/or distributing information to heighten visibility of the HRC within Bloomington neighborhoods.
- Publicize the HRC in the following ways:
  - a) Bloomington Briefing
  - b) Sun Current newspaper
  - c) Channel 14-Government Access Channel
  - d) City of Bloomington Outdoor Message Signs
  - e) HRC booth at community events
  - f) City's Web page
  - g) Facebook/Twitter
  - h) Provide Information at the Bloomington Public Libraries
  - i) Continue to provide Commissioner representation/participation to the following organizations:
    - District 271 Diversity Advisory Council (DDAC);
    - Jefferson High School Diversity Committee/Kennedy High School Diversity Committee