

# HUMAN RIGHTS COMMISSION

## 2020 WORK PLAN



1800 West Old Shakopee Road

Bloomington, MN 55431-3027

# **Human Rights Commission**

## **2020 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 residents of the city.

Our 2020 Work Plan is organized by key issues identified by members of the Human Rights Commission

We've chosen (7) categories for action in 2020. Those categories are listed and described below:

- 1. Policy and Program Research***
- 2. Community and Educational Events***
- 3. State and Federal Partnerships***
- 4. Marketing***
- 5. Census 2020 – Complete Count Committee***
- 6. Professional Development***
- 7. Special Projects***

## 1. Policy and Program Research

*The Human Rights Commission will provide valuable input and feedback to those seeking the perspective and support of the Commission. This can include requests from both internal city staff and community members and organizations.*

## 2. Community and Educational Events

*The Human Rights Commission will cosponsor Community and Educational events for the purpose of celebrating Bloomington's diverse community and to raise awareness of human rights issues.*

- National Day of Racial Healing Event in honor of Martin Luther King Jr. Day
  - Work with City partners including Community Outreach and Engagement Division (COED) and Racial Equity Coordinator and Normandale Community College along with the Office Educational Equity (ISD 271) to promote racial healing in the community through conversation, panel presentation, and music.
- Welcome Meals with the Community Outreach and Engagement Division
  - Continue to support Welcome Meals throughout the year in Bloomington. Metro South Adult Basic Education, and Martin Luther Campus, Action for East African People, Pond Family Center, and Bloomington City Council.
- Pride Month

Support the City of Bloomington in celebrating Pride Month 2020.

Potential ideas:

  - Increase LGBTQIA visibility in City facilities and online
  - Sponsor a City of Bloomington booth during the Pride Festival
  - Support employees to celebrate Pride at work
- International Transgender Day of Remembrance
- Explore human rights topics for educational workshops and events
- Proclamations
  - Asian Pacific Heritage Month
  - Pride
  - International Day of Peace
  - Indigenous Peoples Heritage Month
  - International Human Rights Day
  - Martin Luther King, Jr. Day (2021)
  - Explore additional Proclamations throughout the year

### **3. State and Federal Partnerships**

*The Human Rights Commission will continue to work closely with the State Department of Human Rights and the US Federal Courts System.*

- Host a naturalization ceremony for immigrants in collaboration with the U.S. District Court in September as part of the International Day of Peace and a proclamation at a city council meeting for the 2020 International Day of Peace

### **4. Marketing**

*The Human Rights Commission will utilize city promotional tools to increase visibility allowing more stakeholders to access our programs and events. It will also foster stronger relationships with community members.*

- Create new marketing materials for the Commission which reflect its work purpose and work.
- Participate in community events including, however not limited to:
  - a) Egg Hunt
  - b) Heritage Days Parade
- Publicize the HRC in the following ways:
  - Bloomington Briefing
  - Sun Current newspaper
  - Government Access Channel
  - City of Bloomington Outdoor Message Signs
  - City's Web page
  - Facebook/Twitter
  - Provide Information at the Bloomington Public Libraries

### **5. Census 2020 – Complete Count Committee**

*The Human Rights Commission will serve as the Complete Count Committee for the City of Bloomington.*

- The commission will lead efforts to promote the census in Bloomington and will work to engage community partners to reach populations which traditionally do not complete the census.

## **6. Professional Development**

*The Human Rights Commission will seek out trainings and educational opportunities for Commissioners to grow their leadership and engagement skills.*

- Explore having commissioners take the Insights Discovery Leadership training.
- Explore having commissioners become trained as TOPS facilitators.
- Attend the annual MN State Department of Human Rights Events.

## **7. Special Projects**

*The Human Rights Commission will identify special projects which will promote equity and inclusion.*

- See installation of gender neutral restroom signage on all single-user public restrooms in City facilities.
- Omar Bonderud Human Rights Award – recognize an individual or organization which has made substantial effort toward educating, winning or preserving equality and justice for the identified “protected classes.”
- Human Rights Equality Index

*Approved by the Bloomington Human Rights Commission on January 27, 2020.*

*Approved by the Bloomington City Council on February 24, 2020.*