



Human Rights Commission

2025 Work Plan



Background

Purpose

The Human Rights Commission was formed in 1968, shortly after the assassination of Dr. Martin Luther King, Jr. The HRC will fulfill its mission and purpose of aiding and advising the City Council in ensuring equal opportunity in the areas of human rights protected by law and the social standards of the city for all community members in the city of Bloomington. We will do this by identifying work plan goals, along with broader human rights issues, that align with the overall strategic plan of the City of Bloomington. The HRC will work to align the Commission's work plan with the goals and strategies of the Bloomington Tomorrow Together Strategic Plan (BTT) and work to ensure accountability to the Core Values of the plan. The HRC will work to ensure that the City Council's strategic plan does not have adverse effects on the human rights of Bloomington community members. The HRC will partner with other city commissions to ensure our work has the broadest impact. Success or failure of the HRC's work plan goals will be measured against the mission, core values, and strategic objectives of the BTT.

Duties

According to City Code Section 2.83.01, the Human Rights Commission shall:

- (a) Study and review programs and policies and aid the City Council on enlisting the cooperation of agencies, organizations, and individuals in the city in an active program directed to create equal opportunity and eliminate discrimination and inequalities;
- (b) Advise the City Council on implementing such recommendations as may be appropriate to the city, including, but not limited to, such things as:
 - (1) Specific programs of public information regarding the statutory requirements of the Minnesota Human Rights Act (M.S. Chapter 363A;
 - (2) Comprehensive studies and surveys of practices in the community;
 - (3) Programs of affirmative action to be developed with employers, the housing industry, the educational institutions and governmental agencies;
 - (4) Programs of review to give and gain information regarding compliance with state requirements concerning equal opportunity;
 - (5) Programs designed to alleviate community tension; and
 - (6) Programs designed to create a genuine climate of community readiness to accept orderly and demonstrable change in eliminating barriers of equal opportunity.Refer all grievances received involving discrimination occurring within the city to the appropriate state or federal enforcement departments or agencies and make all appropriate reports to the City Council;
- (c) Advise the Bloomington Independent School District No. 271 on matters relating to human rights, in accordance with the resolution of the City Council adopted May 4, 1970;
- (d) Establish committees, as the Commission finds it to be necessary, in the following areas:

- (1) The various areas of concern under the Minnesota Human Rights Act;
 - (2) Public information;
 - (3) Legislation; and
 - (4) Liaison with other organizations including other city commissions and agencies.
- (e) Perform such other functions concerning human rights as the City Council may from time to time direct.

2025 Work Plan

Process

The Human Rights Commission developed this work plan during its monthly meetings from October 2024 to January 2025. City staff Amanda Crombie, Kevin Toskey and Nancy Brewster led commissioners through a facilitated conversation in October and consensus workshop in December.

Guiding Principles

- Connected to the City's strategies
- Impact on current policies
- Visible
- Impact on people's lives
- Success that can be measured

2025 Work Plan Focus Areas

Below are the focus areas for the Human Rights Commission in 2025:

I. Annual Initiatives:

A. Proclamations:

- Martin Luther King, Jr. Day (January 20, 2025)
- Black History Month (February 2025)
- Asian American and Pacific Islander Heritage Month (May 2025)
- Pride Month (June 2025)
- International Day of Peace (September 21, 2025)
- Hispanic Heritage Month (September 15 – October 15, 2025)
- Native American Heritage Month (November 2025)
- International Human Rights Day (December 10, 2025)
- Additional proclamations may be added throughout the year

B. Omar Bonderud Human Rights Award

C. HRC Correspondence – Document, review, and respond, as appropriate, to all HRC correspondence.

D. Boards & Commission – Connect on Board & Commission Connect & collaborative initiatives.

II. Workgroup Initiatives:

A. Understand Purpose

- Priority 1:
 - a) Training - Equity training for HRC
 - b) Role - Clarify HRC mission and roles
 - c) Condition - Understand current Bloomington make-up and issues
- Priority 2:
 - a) City connection - Proactive engagement with City, including guest speakers and knowing key subject matter experts

B. Connect and Engage with the Community

- Authenticity – Deepen community relationships, listening, and learning with community groups (e.g. listening session, focus group, showing up)
- Assessment – Conduct assessment of proclamations purpose, process, strengths, gaps)

C. Improve Outreach and Communications

- Purpose – Create informational resource and talking points for HRC members, re: Priority A
- Visibility – Regular presence in community and in online communications (refined materials, talking points, purpose, opportunities for input)

D. Inclusive Community and Cultural Events

- Educational workshops –1-2 workshops or cultural events in the community

E. Municipal Equality Index

- Promote 2024 achievement and explore opportunities to improve


F. Special opportunities

- Consider special opportunities as they come to the HRC

Appendix

Minnesota Human Rights Act

The Minnesota Human Rights Act protects all Minnesotans from discrimination based on protected class and area of protection.



PROTECTED CLASSES	AREAS OF PROTECTION						
	Employment	Housing	Public Places	Government Services	Education	Credit	Business
Race	●	●	●	●	●	●	●
Color	●	●	●	●	●	●	●
Creed	●	●	●	●	●	●	
Religion	●	●	●	●	●	●	
National Origin	●	●	●	●	●	●	●
Sex	●	●	●	●	●	●	●
Marital Status	●	●	●		●	●	
Disability	●	●	●	●	●	●	●
Public Assistance	●	●		●	●	●	
Age	●				●		
Sexual Orientation	●	●	●	●	●	●	●
Gender Identity	●	●	●	●	●	●	●
Familial Status	●	●				●	
Local Human Rights Commission Activity	●						

Other Prohibited Practices

Aiding/Abetting and Obstruction: The Act prohibits a person from aiding in a violation of the Minnesota Human Rights Act (MHRA), coercing a person to violate the law, obstructing a person's compliance with the Act, or interfering with the department's performance of its duties.

Retaliation: The Act prohibits retaliation because a person opposed a practice forbidden by the MHRA, filed a charge or participated in a matter brought under the Act; or because a person associated with a person or group of persons who are disabled or of a different race, color, creed, religion, sexual orientation, or national origin.

2025 Human Rights Commission Meeting Dates

Below are the approved meeting days for the Human Rights Commission in 2025. Some members of the Human Rights Commission and presenters may participate electronically as permitted by law, Minnesota Statutes, Section 13D.021.

Date	Location
January 21, 2025	Haeg Conference Room, Civic Plaza
February 18, 2025	Haeg Conference Room, Civic Plaza
March 18, 2025	Haeg Conference Room, Civic Plaza
April 22, 2025	Haeg Conference Room, Civic Plaza
May 20, 2025	Haeg Conference Room, Civic Plaza
June 17, 2025	Haeg Conference Room, Civic Plaza
July 15, 2025	Haeg Conference Room, Civic Plaza
August 19, 2025	Haeg Conference Room, Civic Plaza
September 16, 2025	Haeg Conference Room, Civic Plaza
October 21, 2025	Haeg Conference Room, Civic Plaza
November 18, 2025	Haeg Conference Room, Civic Plaza
December 16, 2025	Haeg Conference Room, Civic Plaza

Approved by the Bloomington Human Rights Commission on January 21, 2025

Approved by the Bloomington City Council on February 24, 2025