

HUMAN RIGHTS COMMISSION

2021 WORK PLAN



1800 West Old Shakopee Road

Bloomington, MN 55431-3027

Human Rights Commission

2021 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 2021 Work Plan is organized by key issues identified by members of the Human Rights Commission

We've chosen (6) categories for action in 2021. Those categories are listed and described below:

- 1. Policy and Program Research*
- 2. Community and Educational Events*
- 3. State and Federal Partnerships*
- 4. Special Projects*
- 5. Marketing/Promotion*
- 6. Data Tracking*

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 City staff and City Council or 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.

- **Martin Luther King Jr. Day**
 - Work with Community Outreach and Engagement Division (COED), to provide opportunities to recognize work of Dr. Martin Luther King Jr. and to promote volunteerism.
- **National Day of Racial Healing Event**
 - Work with City partners including Community Outreach and Engagement Division (COED) Racial Equity, Normandale Community College, Northwestern Health Sciences University and the Office Educational Equity (ISD 271) to promote racial healing in the community through healing circles.
- **Just Deeds Project**
 - Work with City's Legal and Racial Equity Departments along with the Golden Valley Human Rights Commission and the Mapping Project to provide education and awareness on the history of racial covenants, and the historical impact in creating racial disparities.
- **Welcome Meals**
 - Continue to support Welcome Meals throughout the year in Bloomington to foster inclusive relationships in the community.
- **Pride Month**
 - Support the City in celebrating Pride Month 2021:
 - Assist in planning for 2022 art exhibit in the Inez Greenberg gallery
 - Increase LGBTQIA visibility in City facilities and online
 - Sponsor a City of Bloomington community celebration
 - Support employees to celebrate Pride at work

- **Proclamations**

- Asian Pacific Heritage Month
- Pride
- International Day of Peace
- International Human Rights Day
- Martin Luther King, Jr. Day
- Native American Heritage Month
- Consider additional Proclamations throughout the year

3. State and Federal and City Partnerships

The Human Rights Commission will continue to work closely with the State Department of Human Rights, US Federal Courts System and other City of Bloomington Departments and Commissions.

- **Naturalization Ceremony**

- 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 2021 International Day of Peace.

- **Collaboration with State Agencies**

- Seek opportunities for collaboration with the State Department of Human Rights.

- **City Partnerships**

- Pursue opportunities to work with other Commissions working to advance issues of human rights by providing support and advocacy for their work.

4. Special Projects

The Human Rights Commission will identify special projects which promote equity, inclusion and human rights.

- **Conversion Therapy**

- Work with OutFront MN on a proposal for City Council to consider adopting a resolution or ordinance banning the practice of conversion therapy for minors and/or vulnerable adults.
- **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.”
- **Municipal Equality Index**
 - Work with the Community Outreach and Engagement Division to identify further opportunities to increase index score.
- **Digital Media Accessibility**
 - Work with city staff to create policy for accessibility in all digital media communications.

5. Marketing and Promotion

The Human Rights Commission will utilize city promotional tools to increase visibility allowing the community to learn more about the HRC, its role, available resources and programs.

- **Create new marketing materials**
- **Participate in community events including, however not limited to:**
 - Egg Hunt
 - Heritage Days Parade
 - Farmer’s Market
 - Home Improvement Fair
- **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 and Social Media
 - Provide updates through City’s E-Subscribe

- Provide Information at the Bloomington Public Libraries

6. Data Tracking

The Human Rights Commission will monitor data related to community demographics and reported complaints of discrimination for the purpose of monitoring trends related to human rights issues.

Approved by the Bloomington Human Rights Commission on January 19, 2021.

Approved by the Bloomington City Council on February 22, 2021.