# Human Rights Commission
# 2016 Work Plan

CITY OF
BLOOMINGTON
MINNESOTA

1800 West Old Shakopee Road
Bloomington, MN 55431-3027

# Bloomington Human Rights Commission
# Work Plan 2016 – Executive Summary

| Action Categories | Cultural Competence | Equality | Leadership | Public Relations |
|---|---|---|---|---|
| January | | Proclamations: Rev. MLK, Jr. Day Proclamations<br>o Jan. 4 - City Council<br>o Jan. 11 - School Board | | |
| February | | • Feb. 2 – Selma: The Bridge to the Ballot Film Screening and Panel. Collaborative with Bloomington League of Women Voters. | | |
| March | • March 12 – Block Captain Workshop. HRC information booth. | | | • March 21 - Diversity Day – T-shirt contest selection<br>• March 26 – Information Booth; Egg Hunt and Family Fun Walk & Booth |
| April | | | | |
| May | • May 3 – 23 Asian Pacific Legal Experience in America Exhibit<br>• Proclamation for Asian Pacific Heritage Month | | • May 25 - PACER Unity Award | • May 6 - Diversity Day<br>• May 6 – Sponsor Wing Young Huie for Diversity Day at schools<br>• May 6 - Peace Run<br>• May 6 - Jefferson Div. booth<br>• May 6 – Kennedy Div. booth<br>• May – Middle school Diversity events, specifically Olson Middle |
| June | | | | |
| July | | | | |
| August | | | | • August 2 – Participate in National Night Out |
| September | Proclamation: Sept 21 – International Day of Peace<br>• Host Naturalization Ceremony<br>• Sponsor John Noltner on new book, “A Peace of My Mind America” | | | • Sept 17 – Information Booth – Heritage Days |

| | | | | |
|---|---|---|---|---|
| | • Sept. 17 – Heritage Days cultural entertainment and activities | | | |
| October | | • TBD – Hispanic Legal Rights Exhibit co-sponsor U.S. District Courts – District of MN | | |
| November | Native American Heritage Month<br>• Host Don Bartlette speaker<br>• Proclamation for Native American Heritage Month<br>• "Why Treaties Matter" Exhibit at Civic Plaza | | | |
| December | | Dec 10 – International Human Rights Day<br>• Dec. 5 - Proclamation to City Council<br>• Dec. 12 - Proclamation to School Board | • Dec. 5 - Omar Bonderud Award/Reception | |
| Ongoing | • Commissioners attend educational workshops and conferences | • TBD - Racial Equity Minnesota Network to facilitate discussions on racial equality in Bloomington | • TBD – HRC Team Building Activity with Sue Stanek, facilitator<br>• TBD – The Lewis Influence youth leadership workshop with Ron and Rodney Lewis – partner with Bloomington School District | • Participate in<br>o District #271 Diversity Advisory Committee<br>o Jefferson/Kennedy HS Diversity Committee |

Updated January 21, 2016

# Bloomington Human Rights Commission

# 2016 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 2016 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 2016. 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 2016 International Day of Peace, September 21, 2016.

    a) Present Proclamation at City Council for 2016 International Day of Peace, September 21, 2016.

    b) Sponsor one-day of International Day of Peace events focused on Bloomington.

        1. Host a naturalization ceremony for immigrants.

        2. Sponsor John Noltner, Keynote Speaker, focus on Peace of Mind, interviews from his second book, "A Peace of Mind America", featuring people from around the United States exploring the meaning of peace, one story at a time and potentially a corresponding exhibit.

- Explore with community organizations, the faith community and citizens, planning and implementing multicultural dinners.

- Coordinate cultural activities and have a booth at the Bloomington Heritage Days (September 17, 2016). Activities may include cultural entertainment and interactive activities.

- Sponsor "Asian Pacific Legal Experience in America: Opportunity, Economic Racism and Hope" exhibit at Bloomington Civic Plaza with the US District Court – District of Minnesota. Exhibit is on the Asian Pacific legal experience in America discerned through three pivotal events: Chinese Exclusion Act of 1882, Japanese Incarceration in WWII and Immigration and Nationality Act of 1965 (May 2, 2016 – May 24, 2016). May sponsor community event/activities during exhibit and consider potential expansion of focusing on additional Asian cultures, such as Hmong.

    a) Present a Proclamation for Asian Pacific Heritage Month in May.

- In November, recognize Native American Heritage month by exploring sponsoring a keynote speaker such as Don Bartlette, a Native American activist who speaks about his experiences growing up as a Chippewa Indian with a disability in an environment of poverty, violence, and homelessness. "Macaroni at Midnight" is an autobiographical profile of his life.

    a) Present a Proclamation for Native American Heritage Month in November.

b) Explore co-sponsoring "Why Treaties Matter" Exhibit at Bloomington Civic Plaza with the US District Court – District of Minnesota.

- Feature speakers and media resources on Human Rights issues including, however not limited to:

  a) Speaker from Al Farooq, Muslim Community Center

  b) Diann Kirby, Director, Community Services, (update) Resident Survey Results

  c) City Manager, Jamie Verbrugge, Bloomington

  d) Kathy Millington, Executive Director, World Citizen

  e) Les Fujitake, Superintendent, Bloomington School District

  f) Doug Belton, Joint Community Police Partnership and Multicultural Advisory Committee

  g) A representative from the Minnesota State Department Human Rights to educate about the Human Rights Act 363A

  h) Edward McDonald, Executive Director of Council on Black Minnesotans (COBM)

  i) Hector Garcia, Executive Director of Chicano Latino Affairs Council (CLAC)

  j) Sia Her, Executive Director on Asian Pacific Minnesotans (CAPM)

  k) "Coexist", a 40 minute documentary film on survivors of the 1994 Rwanda genocide

  l) Jaylani Hussein, Executive Director of Council on American Islamic Relations (CAIR)

## 2. Equality

*"Improve cross-cultural understanding and acceptance."*

- Celebrate/recognize Dr. Martin Luther King Jr.'s birthday (January 18, 2016). Present Proclamation to City Council and School Board.
- For Black History Month, explore sponsoring the following events/activities, but not limited to:
  - "Singing for Freedom: The Anti-Slavery Campaign of the Hutchinson Family Singers" who were a group of pro-emancipation traveling musicians.
  - "Selma: The Bridge to the Ballot" documentary: non-violent battle to win voting rights for African Americans in the South. Collaborate with the League of Women Voters to bring to the Community.

    - Sponsor exhibit on Frederick Douglass during February Black History Month. The exhibit is four inter-locking panels that explores slavery and abolition.
    - Research availability of speaker Michelle Alexander, Civil Rights lawyer, advocate and legal scholar for 2017. Her book is "The New Jim Crow: Mass Incarceration in the Age of Colorblindness" (co-sponsor with the Minnesota League of Women Voters and others).

- Collaborate with the Racial Equity Minnesota Network and the Bloomington Public Health Division to conduct healthy, productive dialogues on the topic of racial equity in Bloomington. Conduct dialogue to compliment the City's internal participation in a cohort of local and regional governments in Minnesota, Advancing Racial Equity: Putting Theory Into Action.
- Explore co-sponsoring "Hispanic Legal Rights Exhibit" at the Bloomington Civic Plaza with the US District Court – District of Minnesota.
- Celebrate International Human Rights Day (December 10, 2016). Present Proclamation to City Council and School Board.

## 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 as appropriate.
- Implement a Team Building Activity for the HRC with Sue Stanek, facilitator. Activity will use the book "Strength Based Leadership: Great Leaders, Teams, and Why People Follow" by Tom Rath and Barry Conchie.
- Collaborate and support PACER through its National Bullying Prevention Center, to present "Unity" Awards to those who have made outstanding contributions to address and prevent bullying.
- Research co-sponsoring with the Bloomington School District a workshop focused on youth using "The Lewis Influence" facilitators. Ron and Rodney Lewis teach youth how to tap into their personal Greatness, Resilience, Intelligence, and Tenacity (G.R.I.T.).
- Explore using past HRC Commissioners to lead and support HRC Work Plan activities.

## 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 in Bloomington Public Schools.
        - Wing Young Huie, professional photographer documenting people in a culturally diverse and changing urban landscape.
    b) Participate in and support each High School's Diversity Day/Week activities and events. Include the participation of Bloomington Middle Schools, specifically Olson Middle School in May 2016.
    c) Co-sponsor Diversity Day Peace Run with Jefferson and Kennedy High Schools on May 6, 2016.
    d) Judge Diversity & Peace Day T-shirt Logo Contest and award prizes with a presentation at a City Council and a School Board meeting.
- Support the Joint Community Police Partnership (JCPP) in Bloomington.
- Participate in National Night Out on August 2, 2016, 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) 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