<table>
<thead>
<tr>
<th>Action Categories</th>
<th>Cultural Competence</th>
<th>Equality</th>
<th>Leadership</th>
<th>Public Relations</th>
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<td>January</td>
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<td>Jan. 9 – Proclamation honoring Dr. Martin Luther King Jr.</td>
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<td>February</td>
<td>Beyond Diversity Training</td>
<td>Feb. 8 – 28 Gilder Lehrman exhibit on Fredrick Douglass</td>
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<td>PACER “Unity” Awards</td>
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<td>Information Booth – Egg Hunt and Family Fun Walk</td>
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<td>Diversity Day Activities</td>
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<td>Solicit Donation for the Omar Bonderud Award</td>
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<td>September</td>
<td>Sept. 11 – Proclamation to City Council for International Day of Peace</td>
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<td>Ten (10) year anniversary of the Peace Pole</td>
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<td>Naturalization Ceremony</td>
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<td>Sept 21 – John Noltner Keynote Presentation “A Peace of Mind America”</td>
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<td>Sept 11 – 29 – “American Stories” exhibit by John Noltner</td>
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<td>Sept. 16 – Heritage Days Cultural Entertainment/Activities</td>
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<td>October</td>
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<td>“Singing for Freedom: The Anti-Slavery Campaign of the Hutchinson Family Singers”</td>
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<td>Oct 2 – 20 – “Hispanic Legal Rights Exhibit”</td>
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<td>November</td>
<td>November 27 – Proclamation to celebrate International Human Rights Day (School Board)</td>
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<td>December</td>
<td>Dec. 4 – Proclamation to celebrate International Human Rights Day</td>
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| Ongoing/TBD | Second Founding (13th, 14th, 15th Amendments) partner programs  
Multi-cultural dinners.  
Research program with Ellie Krug.  
Research program with speaker Michelle Alexander, Civil Rights Lawyer, author “The New Jim Crow: Mass Incarceration in the Age of Colorblindness.”  
Dialogues on racial equity in Bloomington  
Participate in:  
Joint Community Police Partnership (JCPP)  
District 271 Diversity Advisory Council (DDAC)  
Jefferson/Kennedy HS Diversity Committees  
City of Bloomington’s 2040 Comprehensive Plan Advisory Committee  
City of Bloomington’s Community Center Task Force  
Updated January 6, 2017 |
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.


We’ve chosen (4) categories for action in 2017. 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.
  
  a) Select Commissioners to attend a two day Beyond Diversity training in February provided by the Pacific Educational Group (PEG). The Bloomington School District and representatives from the Cities of St. Louis Park and Maplewood will also be attending.

- Partner with the U.S. District Court, community organizations, and the Police Department, to plan and implement a community program focusing on “The Second Founding”. The Open Doors to Federal Court project focuses on three (13th, 14th, and 15th) transformational Constitutional Amendments. The 13th Amendment abolished the institution of slavery in 1865. The 14th Amendment guaranteed citizenship to newly freed slaves and to anyone born in the United States and incorporated for the first time the concept of equality into the Constitution in 1868. In 1870, the 15th Amendment was adopted which protects the rights of citizens to vote regardless of race, color, or previous condition of servitude. Together these three Amendments are called, “The Second Founding.”

  
  a) Present Proclamation at the September 11th City Council for 2017 International Day of Peace on September 21, 2017.

  b) Sponsor International Peace events focused on Bloomington.

    1. Ten (10) year Anniversary of the Peace Pole at Bloomington Civic Plaza. Re-dedicate the Peace Pole in partnership with the World Citizens Organization.

    2. Host a naturalization ceremony for immigrants in collaboration with the U.S. District Court.

    3. Sponsor local author John Noltner as a Keynote Speaker and to facilitate a workshop with the focus on 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. Also a corresponding American Stories exhibit (September 11 – 29, 2017) located in the Civic Plaza lobby.

- Coordinate with the City (Police Department, Public Health and Human Services), the Bloomington School District, Normandale Community College, community organizations, the faith community and citizens, to plan and implement multicultural dinners.
Coordinate cultural activities and have a booth at the Bloomington Heritage Days (September 16, 2017). Activities may include cultural entertainment and interactive activities.

Research sponsoring for internal City staff development and/or a Community Program featuring Diversity and Inclusion speaker, Ellie Krug, writer and lawyer for Human Inspiration Works, LLC. Ellie transitioned genders in 2009 and educates ordinary people about the need for inclusivity.

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) Community Survey Results
c) City Manager, Jamie Verbrugge, Bloomington
d) Kathy Millington, Executive Director, World Citizen
e) Les Fujitake, Superintendent, Bloomington School District
f) Chief Jeff Potts, Bloomington Police Department and Doug Belton, Joint Community Police Partnership and Multicultural Advisory Committee
g) State Human Rights Commissioner Kevin Lindsey to educate about the Human Rights Act 363A
h) Edward McDonald, Executive Director of Council on Black Minnesotans (COBM)
i) Raintry J. Salk, PhD, Research Analyst, Metropolitan Council Regional Parks and Natural Resources Unit
j) Hector Garcia, Executive Director of Chicano Latino Affairs Council (CLAC)
k) “Coexist”, a 40 minute documentary film on survivors of the 1994 Rwanda genocide
l) Melissa Manderschied, City Attorney, Annual update on Commission roles and responsibilities
m) Jason Sole, President, NAACP, Minneapolis
n) Jim Jones, Cultural Resource Director, MN Indian Affairs Council
o) John Keller, Executive Director, Immigrant Law Center of Minnesota
p) City Councilmembers
2. Equality

“Improve cross-cultural understanding and acceptance.”

- Celebrate/recognize Dr. Martin Luther King Jr.’s birthday (January 16, 2017). Present Proclamation at the January 9, 2017 City Council meeting and at the January 9, 2017 School Board meeting.

- For Black History Month, explore sponsoring the following events/activities, but not limited to:
  - Co-sponsor with the Performing Arts Center “Singing for Freedom: The Anti-Slavery Campaign of the Hutchinson Family Singers” who are a group of pro-emancipation traveling musicians (late September/early October).
  - Co-sponsor Second Founding Program with the U.S. District Court and an exhibit in 2019 or 2020 with Artistry in the Gallery. The Program would educate and celebrate the Reconstruction Amendments to the Constitution.
  - Sponsor Gilder Lehrman exhibit on Frederick Douglass February 8 – 28, 2017 for 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. Her book is “The New Jim Crow: Mass Incarceration in the Age of Colorblindness” (explore co-sponsoring with the Bloomington League of Women Voters and the U.S. District Court).

- After Commissioners receive the PEG Beyond Diversity training in February, explore how to conduct healthy, productive dialogues on the topic of racial equity in Bloomington. The dialogues will complement 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 (October 2 – 20, 2017).


- Request the City Council pass a resolution to ratify CEDAW (Convention for the Elimination of all forms of Discrimination Against Women) in Bloomington.

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 Team Building Activities using the Clifton StrengthsFinder Assessments. For further team building, explore using Insights Discovery Personal Profile.
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 in May 2017.

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) Egg Hunt and Family Fun Walk
  - c) Kite Day
- Diversity Day
  - a) Co-sponsor and participate in each High School’s Diversity Day/Week activities and events. Include the participation of Bloomington Middle Schools, specifically Olson Middle School.
- Support the Joint Community Police Partnership (JCPP) in Bloomington.
- 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:
    - o District 271 Diversity Advisory Council (DDAC);
    - o Jefferson High School Diversity Committee and Kennedy High School Diversity Committee
- City of Bloomington’s 2040 Forward Comprehensive Plan Advisory Committee
- City of Bloomington’s Community Center Task Force