<table>
<thead>
<tr>
<th>Action Categories</th>
<th>Cultural Competence</th>
<th>Equity</th>
<th>Leadership</th>
<th>Public Relations</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td></td>
<td>• Jan. 2 – Proclamation honoring Dr. Martin Luther King Jr.</td>
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</tbody>
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| February          | • Feb. 13 – Speaker Erica Armstrong Dunbar  
|                   | • Staff Lunch and Learn and a Community Event about book, “Never Caught: The Washington’s Relentless Pursuit of their Runaway Slave, Ona Judge” |        |              |                  |
| March             |                     |        |            |                  |
| April             |                     |        | • April 7 - Information Booth: Egg Hunt and Family Fun Walk |                  |
| May               |                     | • PACER "Unity" Awards  
|                   |                     | • May 4 - Diversity Day Activities  
|                   |                     | • May 5 – Information Booth: Kite Day |                  |
| June              | • June 23 and 24 – Twin Cities Pride |        |            |                  |
| July              |                     |        |            |                  |
| August            |                     | • Solicit nominations for the Omar Bonderud Award |                  |
| September         | • Sept. 10 – Proclamation to City Council for International Day of Peace  
|                   | • Naturalization Ceremony  
|                   | • Sept 21 – Tea Rozman Clark, Executive Director of Green Card Voices  
<p>|                   | • Exhibit – Immigrants Telling their Life Stories |        |            |                  |
| October           |                     |        |            |                  |</p>
<table>
<thead>
<tr>
<th>November</th>
<th></th>
<th>December</th>
<th>Ongoing/TBD</th>
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<tbody>
<tr>
<td>November 23 -</td>
<td>Native American Heritage Month/Day</td>
<td>Dec. 3 – Proclamation to celebrate International Human Rights Day</td>
<td>• Second Founding (13th, 14th, 15th Amendments) partner programs</td>
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<tr>
<td>Native American</td>
<td>Speaker, Kent Nerburn (exhibit/cultural entertainment)</td>
<td>Celebrate 50th Anniversary of the HRC. Explore co-sponsoring State Department of Human Rights film “Our Rights: Justice for All.”</td>
<td>• Welcome Meals – Will occur throughout the year</td>
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<tr>
<td>American Heritage</td>
<td>Month/Day</td>
<td>Research program with speaker Michelle Alexander, Civil Rights Lawyer, author “The New Jim Crow: Mass Incarceration in the Age of Colorblindness” to occur with the celebration of International Human Rights Day</td>
<td>• Co-sponsor program with the State Department of Human Rights on Sexual Harassment</td>
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<tr>
<td>Nov. 26 –</td>
<td>Proclamation to celebrate International Human Rights Day</td>
<td>Implement the Art by Children of Immigrants Exhibits throughout the year</td>
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<tr>
<td>Native American</td>
<td>Proclamation to celebrate International Human Rights Day</td>
<td>Dec 3 – Omar Bonderud Award Presentation</td>
<td>• Participate in:</td>
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<tr>
<td>Heritage</td>
<td>Month/Day</td>
<td></td>
<td>• Joint Community Police Partnership (JCPP)</td>
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<tr>
<td>Month/Day</td>
<td>Nov. 26</td>
<td></td>
<td>• District 271 Diversity Advisory Council (DDAC)</td>
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<td></td>
<td>Proclamation to celebrate International Human Rights Day</td>
<td></td>
<td>• Jefferson/Kennedy HS Diversity Committees</td>
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<tr>
<td></td>
<td>Dec. 3</td>
<td></td>
<td>• City of Bloomington’s 2040 Comprehensive Plan Advisory Committee</td>
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<tr>
<td></td>
<td>Omar</td>
<td></td>
<td>• City of Bloomington’s Community Center Stakeholder Working Group</td>
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<td></td>
<td>Bonderud</td>
<td></td>
<td>• One Bloomington, Inclusion and Equity Strategic Initiative by City Council</td>
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<tr>
<td></td>
<td>Award</td>
<td></td>
<td>Updated December 2017</td>
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<td></td>
<td>Presentation</td>
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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.


We’ve chosen (4) categories for action in 2018. Those categories are listed and described below:

1. Cultural Competence
2. Equity
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.
  - Commissioners attend Government Alliance on Race and Equity (GARE) events and trainings.

  - Present Proclamation at the September 10th City Council for 2018 International Day of Peace on September 21, 2018.
  - Sponsor International Peace events focused on Bloomington.
    1. Host a naturalization ceremony for immigrants in collaboration with the U.S. District Court.
    2. Sponsor Tea Rozman Clark, Executive Director of Green Card Voices, as a Keynote Speaker and a corresponding exhibit “Immigrants Telling Their Life Stories” located in the Civic Plaza lobby.

- Implement the Welcome Meals with the Community Planning Committee.
  - Provide Welcome Meals throughout the year in Bloomington. Use the $5,000.00 grant from the Bloomington Crime Prevention Association (BCPA) to enable everyone in the community to participate, regardless of income. Partners include Joint Community Police Partnership (JCPP), League of Women Voters, Latino Childcare Network, City Councilmembers, Community Members, Artistry, Bloomington Human Services, Evergreen Church, Covenant Church, U.S. Fish and Wildlife Refuge, School Board Members, and Al Farooq.

- Research the opportunity to celebrate Native American Indian Heritage Month in November by featuring Kent Nerburn. Mr. Nerburn has lived and worked among Native American people for three decades and has written (14) books about the spiritual values of Native Americans. Additional activities such as an exhibit or cultural entertainment and food may also be provided during the month.

- Research sponsoring for internal City staff development and/or Community Events, Diversity and Inclusion programs with the City’s Racial Equity Cohorts.
  - To celebrate Black History Month on February 13, 2018, the HRC and the City’s (Government Alliance on Race and Equity) Lunch and Learn program will co-sponsor a Lunch and Learn, featuring author Erica Armstrong Dunbar and her book, “Never Caught: The Washington’s Relentless Pursuit of Their Runaway Slave, Ona Judge”.
• 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
  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) Jaylani Hussein, Executive Director of Council on American-Islamic Relations (CAIR)
  k) Bryan Hartman, HRA Program Manager, Bloomington HRA, Fair Housing Policy
  l) Hector Garcia, Executive Director of Chicano Latino Affairs Council (CLAC)
  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. Equity

“Improve cross-cultural understanding and acceptance.”

• Celebrate/recognize Dr. Martin Luther King Jr.’s birthday (January 16, 2018). Present Proclamation at the January 2, 2018 City Council meeting and at the January 8, 2018 School Board meeting.

• For Black History Month, explore sponsoring the following events/activities, but not limited to:
  o Co-sponsor with the Bloomington Historical Society, speaker and author Erica Armstrong Dunbar, a community lecture of February 13, 2018 on “Never
Caught: The Washington’s Relentless Pursuit of Their Runaway Slave, Ona Judge”. Related community discussions regarding the book and historical statues will also take place, complementing the community lecture.

- 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.

- Work with the State Department of Human Rights to research the availability of speaker Michelle Alexander, Civil Rights lawyer, advocate and legal scholar to be the Keynote Speaker at the State Human Rights Department’s Annual Symposium in December. Her book is “The New Jim Crow: Mass Incarceration in the Age of Colorblindness” (also explore co-sponsoring with the Bloomington League of Women Voters and the U.S. District Court).

- Continue to plan and implement the Art by Children of Immigrants Exhibit with the Community Planning Committee. Partners include Assumption Church, Public Health, Human Services, Hennepin County Library System, Community Members, Artistry, and Creative Placemaking.

  - Exhibits will appear in public venues and will feature written and visual art pieces expressing the children’s concerns and experiences. The artwork will be used to spark community conversations.

- Support the City of Bloomington in having a presence in Twin Cities Pride 2018.
  Potential ideas:

  - Increase LGBTQIA visibility in City facilities and online
  - Sponsor a float in the Twin Cities Pride Parade
  - Sponsor a City of Bloomington booth during the Pride Festival
  - Support employees to celebrate Pride at work

- Support the City to increase its LGBTQ Municipal Equality Index Score.


  - Explore the potential of co-sponsoring with the State Department of Human Rights the film, “Our Rights: Justice for All.” The film could be hosted by Commissioner Kevin Lindsey to learn and discuss the history of Human Rights in Minnesota.

- Research and explore offering a program educating the public about sexual harassment.

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.

- Collaborate and support PACER through its National Bullying Prevention Center, and partner with the Minnesota State Department of Human Rights, to present “Unity”
Awards to those who have made outstanding contributions to address and prevent bullying in the Spring of 2018.

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) Egg Hunt and Family Fun Walk
  b) 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/committees:
     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
- One Bloomington, Inclusion and Equity Strategic Initiative of City Council
- City of Bloomington’s Community Center Stakeholder Working Group