

Northfield Human Rights Commission DRAFT - Calendar and Action Categories for 2020

(items in red need to be confirmed and/or edited)

Meetings are the 2nd Thursday of each month starting at 6 PM at City Hall, 2nd Floor Training Room unless otherwise noted.

The meetings for X,X, ,X will be held at Greenvale Park Community School

The Northfield Human Rights Commission identified four categories for actions they can proactively be addressing and about which they wish to learn. Additional items may added to meetings as they arise and are appropriate for the HRC to address.

The categories are listed and described as follows:

1. **Cultural Competence:** *Cultural competence is a willingness to learn and listen. It is being welcoming and dropping defenses. It is a permanent way of changing how community issues are communicated and approached.*
2. **Equity:** *Improve cross-cultural understanding and acceptance.*
3. **Leadership:** *Being a successful leader of a multi-cultural community also means recognizing and fostering leadership in others.*
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.*

Month	Cultural Competency	Equity	Leadership	Public Relations
January		Update from Northfield School District*	Human Rights Award Presentation (At MLK event) Assist with Growing Local: Northfield Emerging Leaders Program coach recruitment. Orientation for Commissioners	Finalize plans for MLK Celebration. MLK Community Celebration (Jan 20 th)
February		Review Draft Racial Equity Action Plan Update from Northfield Police Department*	Election of Officers	
March		Final review and recommend Racial Equity Action Plan to Council	Effective Meetings Training (Chair & Vice Chair – March 11)	Begin planning for picnic

		Begin Community Racial Equity Profile development <i>Update regarding Housing from HRA and/or CAC*</i>		
April		Community Racial Equity Profile development	Board & Commission Appreciation Event	Finalize picnic planning
May		Community Racial Equity Profile development	State of the City event – <i>ASL and Spanish interpreter present?</i>	Promote picnic
June		Community Racial Equity Profile development	Annual Presentation to City Council – <i>Community Racial Equity Profile?</i>	Promote and Host Najwa Community Picnic – June 27
July		Review City Budget – equity in budgeting		
August		Review City Budget – equity in budgeting		
September	<i>Hispanic Heritage Month (partner with Library?)</i>	Review draft Department Racial Equity Tool/Plan	Presentation about Growing Local: Northfield Emerging Leaders pilot program	
October		Review draft Department Racial Equity Tool/Plan	Board & Commission Training Event Recruit new members for HRC Human Rights Award nomination – review application and process	MLK Event prep
November			Human Rights Award Nomination announcement	MLK Event prep
December			Review Human Rights Award Nominations	MLK Event prep

* Annual updates from Northfield Police Chief, Superintendent of Northfield Schools, and Directors of Housing Authority and Community Action Center. HRC's goal is to be informed about the human rights, human services, and diversity issues they identify as being areas of attention, concern, or need in their respective areas. We would also request data and statistics regarding their services, such as:

- For the Northfield Police:
 - Race, ethnicity, etc. statistics for traffic stops, police calls, etc.;
 - Updates on areas of training of officers related to human rights
 - Diversity in hiring
- For the School District:
 - Statistics on bullying and conflict incidents related to diversity issues;
 - Training efforts/initiatives for school staff to manage these incidents;
 - Effort/initiatives to educate students in areas of human rights
- For the Housing & Redevelopment Authority:
 - Statistics of met and unmet housing needs of lower income community members;
 - Diversity concerns evident in housing areas