

## Executive Summary

The 2018-2020 Strategic 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. The Northfield Human Rights Commission has identified four categories for action for this work plan. 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 leader of a 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.*

Northfield Human Rights Commission: Strategic Plan (2022-2024)				
Executive Summary				
Timeline	Action Categories			
	Cultural Competence	Equity	Leadership	Public Relations
2022				
January		Martin Luther King, Jr. Day Community Celebration	Human Rights Award Presentation	
February			New Member Orientation	Police, School District, or Housing Authority
March				Police, School District, or Housing Authority
April				Police, School District, or Housing Authority
May				
June				

July	Community Meal July 22			
August				
September	International Day of Peace Event  Northfield Reads: panel presenters experiences			
October				
November			Review Council Annual Presentation	
December			Human Rights Award Nomination Announcement  Council Annual Presentation	
Timeline	Action Categories			
	Cultural Competence	Equity	Leadership	Public Relations
2023				
January		Martin Luther King, Jr. Day Community Celebration  National Day of Racial Healing (Council Resolution)	Human Rights Award Presentation	School District Invite

February	Northfield Reads: Community Conversations on race.		New Member Orientation	
March	Northfield Reads: Two Presentations on Race			State of the City Event  Police or Housing Authority
April <i>Note: Did not meet due to inclement weather.</i>	Northfield Reads: Whiteness and Privilege in MN conversation		Board & Commission Recognition Event	Police or Housing Authority
May	Northfield Reads: panel of people of color			Plan for Najwa Community Picnic
June		Racial Equity Action Plan - Development		Najwa Community Picnic (June 29) last Saturday in June
July		Racial Equity Action Plan - Development		
August	Plan for International Day of Peace Event	Racial Equity Action Plan - Development	High School Teacher Training – Race Equity	
September	International Day of Peace Event	Racial Equity Action Plan - Development		
October		Racial Equity Action Plan - Development	Board & Commission Training Event	
November		Racial Equity Action Plan – Development – Council Presentation Update		

December	International Human Rights Day	Plan for MLK Celebration	City Council Annual Report Presentation  Human Rights Award Nomination Announcement	Holiday Social & City Council Appreciation Reception
Timeline	Action Categories			
	Cultural Competence	Equity	Leadership	Public Relations
2024				
January		Martin Luther King, Jr. Day Community Celebration  National Day of Racial Healing  Racial Equity Action Plan – Implementation (to be determined)	Human Rights Award Presentation  New Member Orientation	School District Invite
February		Racial Equity Action Plan – Implementation (to be determined)		
March		Racial Equity Action Plan – Implementation (to be determined)		State of the City Event
April		Racial Equity Action Plan – Implementation (to be determined)	Board & Commission Recognition Event	

May		Racial Equity Action Plan – Implementation (to be determined)		
June		Racial Equity Action Plan – Implementation (to be determined)	City Council 2019 Annual Report Presentation	Najwa Community Picnic (June 27) last Saturday in June
July		Racial Equity Action Plan – Implementation (to be determined)		
August		Racial Equity Action Plan – Implementation (to be determined)	High School Teacher Training – Race Equity	
September	International Day of Peace Event	Racial Equity Action Plan – Implementation (to be determined)		
October		Racial Equity Action Plan – Implementation (to be determined)	Board & Commission Training Event	
November		Racial Equity Action Plan – Implementation (to be determined)		
December	International Human Rights Day	Racial Equity Action Plan – Implementation (to be determined)	Human Rights Award Nomination Announcement	