

## 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		Melissa H- Fair Housing Month		Police, School District, or Housing Authority
May				
June		Pride in the Park		

July	Community Meal July 22	Conversion Therapy Ban Passed		
August		Northfield Community DEI Training		
September	International Day of Peace Event  Hispanic Heritage Celebration		Human Rights Award Nominations	
October	Indigenous People's Day	Plan for MLK	Human Rights Award Nomination	
November		Plan for MLK	Review Council Annual Presentation	
December	International Human Rights Day	Plan for MLK	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	Human Rights Award Presentation	School District Invite

February			New Member Orientation	
March				State of the City Event  Police or Housing Authority
April			Board & Commission Recognition Event	Police or Housing Authority
May				
June	Juneteenth	Pride in the Park		
July				
August	Plan for International Day of Peace Event		High School Teacher Training – Race Equity	
September	International Day of Peace Event  Hispanic Heritage Celebration			
October	Indigenous People's Day	Plan for MLK	Board & Commission Training Event	
November		Plan for MLK		
December	International Human Rights Day	Plan for MLK Celebration	City Council Annual Report Presentation  Human Rights Award Nomination Announcement	
	<b>Action Categories</b>			

Timeline	Cultural Competence	Equity	Leadership	Public Relations
<b>2024</b>				
January		Martin Luther King, Jr. Day Community Celebration  National Day of Racial Healing	Human Rights Award Presentation  New Member Orientation	School District Invite
February				
March				State of the City Event
April			Board & Commission Recognition Event	
May				
June	Juneteenth	Pride in the Park	City Council 2019 Annual Report Presentation	
July				
August	Hispanic Heritage Celebration		High School Teacher Training – Race Equity	
September	International Day of Peace Event			
October			Board & Commission Training Event	
November				
December	International Human Rights Day		Human Rights Award Nomination Announcement	