

Northfield Human Rights Commission
Calendar and Action Categories for 2020
(version created February 6, 2020)

Meetings are the 2nd Thursday of each month starting at 6 PM at City Hall, 2nd Floor Training Room unless otherwise noted.
The meetings on March 12 and November 12 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.	Finalize plans for MLK Celebration. MLK Community Celebration (Jan 20 th)
February		Minority Business Report Land Acknowledgement Statement	Orientation for Commissioners Election of Officers	
March		Review of Racial Equity Action Plan Update from City of Northfield Police	Effective Meetings Training (Chair & Vice Chair only – March 11)	

		Update around Affordable Housing	State of the City event March 16th (optional)	
April		Finish review and comments on Racial Equity Action Plan	Board & Commission Appreciation Event – April 15 th (optional)	Begin planning for Najwa Community Picnic – June 27 Possible presentation on Human Trafficking.
May		Assist with Racial Equity Plan – Community profile?		Finish planning for picnic and begin promotion. Share information about the Human Rights Award with area businesses and institutions to get them thinking about people to nominate.
June	Discuss how we can assist Library with Hispanic Heritage Month (September) (subcommittee?)	Assist with Racial Equity Plan – Community profile?	Annual Presentation to City Council	Promote and Host Najwa Community Picnic – June 27
July	Discuss Indigenous People's Day (Subcommittee)	Review City Budget – equity in budgeting		
August		Review City Budget – equity in budgeting		
September	<i>Hispanic Heritage Month</i>	Review draft Department Racial Equity Tool/Plan	Presentation about Growing Local: Northfield Emerging Leaders pilot program	
October	<i>Indigenous People's Day</i>	Review draft Department Racial Equity Tool/Plan	Board & Commission Training Event Recruit new members for HRC	MLK Event prep (subcommittee)

			Human Rights Award nomination – review application and process	
November			Human Rights Award Nomination announcement	MLK Event prep
December			Review Human Rights Award Nominations Adopt 2021 calendar/work plan	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