

Northfield Human Rights Commission Calendar and Action Categories for 2021

(Draft - version January 14, 2021)

Meetings are the 2nd Thursday of each month starting at 6 PM. During Pandemic Emergency status all meetings will be held virtually. See meeting calendar invitation and meeting packet email for log-in information

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	Land Acknowledgement – next steps		Share Board & Commission annual update document	Finalize plans for MLK Celebration on January 18. Human Rights Award Presentation (At MLK event)
February		Supporting the City Racial Equity Action Plan – what does equity in City services look like?	Orientation for Commissioners Election of Officers	Consider public information campaign about reporting human rights violations to MDHR.
March 11		Annual update from Northfield Public Schools	State of the City event (optional, separate from HRC meeting)	

April 8		Equity in City services continued	Board & Commission Appreciation Event (optional, separate from HRC meeting)	Begin planning for Najwa Community Picnic (subcommittee)
May		Annual update from Police Department?		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			Annual Presentation to City Council	Promote and Host Najwa Community Picnic – June 27
July	Discuss Indigenous People's Day Event in October (Subcommittee)	Review City Budget – equity in budgeting		
August	Plan for Indigenous People's Day			
September	<i>Hispanic Heritage Month (assist as needed – Library lead)</i> Plan for Indigenous Peoples Day	Annual update on housing?	Human Rights Award nomination – review application and process	
October	<i>Indigenous People's Day</i>		Board & Commission Training Event (optional) Recruit new members for HRC Human Rights Award nomination	MLK Event prep (subcommittee)

November			Review Human Rights Award Nominations and select recipient Write summary of year for annual Board & Commission update.	MLK Event prep
December			Draft 2022 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