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**Attachments:** 1. Growing Local Overview 8-20-19

Date	Ver.	Action By	Action	Result
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**Human Rights Commission Meeting Date:** October 10, 2019

**To:** Human Rights Commission

**From:** Beth Kallestad, Program Coordinator

Staff report from Beth Kallestad, Program Coordinator

**Action Requested:**

The Northfield Human Rights Commission receives an update from staff on work relating to Diversity, Equity and Inclusion element of Strategic Plan.

**Summary Report:**

1. Staff have been developing a draft Racial Equity Action Plan using a template provided by the Government Alliance on Race & Equity (GARE). Part of this plan is to establish a Racial Equity Core Team of city staff from across departments. This has been done and the group will have its first meeting later in September. The Core Team will review and help to complete the Racial Equity Action Plan.
2. Staff have been working with University of Minnesota Extension, HCI and the School District to develop a pilot leadership program - Growing Local Leaders. (see attached summary). An Advisory Group will help give input on content and recruitment of participants and coaches. HRC members who are interested in being part of this short-term Advisory Group, recruiting participants and/or coaches should contact Beth.
3. The City has expanded use of the Language Line to all departments. This service provides an interpreter over the phone (and in some cases i-Pad) for people who need it.
4. GARE offers monthly membership webinars on the fourth Monday of each month from 2 - 4 PM. These webinars are on a variety of topics relating to racial equity. If any members of the HRC would like to participate in these please let Beth know and she can send log-in information.

**Alternative Options:**

Not applicable.

**Financial Impacts:**

Not applicable

**Tentative Timelines:**

Not applicable.