



## Legislation Details (With Text)

**File #:** 20-018      **Version:** 1      **Name:**  
**Type:** Information/Discussion Item      **Status:** Agenda Ready  
**File created:** 1/3/2020      **In control:** Human Rights Commission  
**On agenda:** 1/9/2020      **Final action:**  
**Title:** Staff report from Beth Kallestad, Program Coordinator  
**Sponsors:**  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. Coach Information and Applications Form Growing Local\_ Dec 2019

Date	Ver.	Action By	Action	Result
------	------	-----------	--------	--------

**Human Rights Commission Meeting Date:** January 9, 2020

**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). Internal staff review is still in process. Document will be shared soon with HRC.
2. Staff have been working with an Advisory Group (University of Minnesota Extension, HCI and the School District) to develop a pilot leadership program - *Growing Local Leaders: Northfield Emerging Leaders Program*. HRC is asked to help refer potential Coaches. See attached Coach information.
3. An ad hoc group of participants from St. Olaf, Carleton, the City and community have been meeting to develop language for a Land Acknowledgement statement which can be used by those entities to acknowledge the history and current reality of the Indigenous people who were here before white settlement. A final draft is expected by later in January. HRC members Mar Valdecantos and Joan Hepburn along with staff liaison Beth Kallestad and City Councilor Clarice Grenier Grabau have been participating. The group plans to also develop some action steps that can be implement over the next few years to build understanding and work toward healing.

**Alternative Options:**

Not applicable.

**Financial Impacts:**

Not applicable

**Tentative Timelines:**

Not applicable.