

Grand Rapids Human Rights Commission

Calendar Year 2022 Work Plan

Prepared in accordance with Commission By-laws, Article 10
Updated September 28, 2022

2022 QUARTER	GOAL OR ACTIVITY (refer to goal or activity description page for more detail)	ORDINANCE	ACTION TAKEN	EST. COST (See Notes)	ACTUAL
Q1 Jan – March <i>Protected Class Spotlight: Jan – None Feb – Race Mar – Sex</i>	Improve Human Rights Awareness - Study adding information to the city’s Human Rights Commission web page - Update pamphlets and provide other marketing materials, including creating suggested content on a to-be-determined basis for the currently existing City social media platforms.	Sec.2-301(a, b, and c)	New flyer/one-pager created	\$500	\$0
	New commissioner on-boarding and commissioner training and education -Establish work group to define and develop specific training materials or personnel for new and existing Commissioners -Reports at commission meetings to improve knowledge about commission duties, human rights issues, and human rights concerns	City code Division 6 Commission Bylaws, including Article Ten	Updated onboarding packet complete	\$100	\$0
	Explore opportunities for interfaith community human rights event -Work group to investigate legal limits, permissible activities, and opportunities	Sec. 2-303(1) Article(10)(3)	<i>HOLD on pursuing at this time due to capacity, interest</i>	\$500	\$0
	Indigenous People’s Day Participate in planning and co-sponsor activities or publications to further human rights purposes with regard to indigenous people in the city - Explore and discuss possible partnership with area schools, organizations, and Arts & Culture Commission related to Indigenous People’s Day Celebration	Sec. 2-303(1, 3) Article(10)(3, 5)		\$0	\$0

	Explore community-wide educational opportunities about human rights to collaborate with GRPD, local law enforcement, other entities -Work group to investigate possible collaboration and co-sponsoring of training, community dialogue, or other relevant opportunity.			\$1,500	\$0
	Monthly Speakers -Invite groups and/or individuals to come share about experiences or expertise as it relates to the protected classes. Coordination during monthly observances will be considered, but not mandatory or necessary.			\$100	\$0
	Gather and evaluate demographic data - Continue 2021 work tasks as related to housing and disabilities - Monitor release of 2020 census data to review and inform possible changes to human rights work plan and priorities -Possible training with Ben Winchester of UMN Extension -Gather or develop information on areas of greatest concern regarding human rights issues -Develop, as appropriate, activities or policy recommendations to address human rights concerns	Sec. 2-303(3)(1, 2, and 6) Sec. 2-301 (a)	<ul style="list-style-type: none"> • Connect with Will Richter from Library • Outreach to Wilder 	\$500	\$0
	Georgia Fort Exhibit Offered bussing reimbursements for local schools to visit the Georgia Fort Exhibit				\$97
Q2 April – June <i>Protected Class Spotlight: Apr – None May – Age</i>	Commissioner on-boarding and commissioner training and education - Conduct training for new and existing Commissioners -Reports at commission meetings to improve knowledge about commission duties, human rights issues, and human rights concerns	City code Division 6 Commission Bylaws		\$100	
	Support Juneteenth Day Event -Recognize <i>Freedom Day</i> , including human rights, civil rights, and freedom of discrimination in our community by assisting street-side setting of street banners and United States flags, and public awareness of these rights	Sec. 2-303(3)	<ul style="list-style-type: none"> • Tabled @Juneteenth event • Purchased banners for City • Provided funds towards Juneteenth event 	\$200	\$1,801 + \$425 printing + \$450 sponsor
	Indigenous People's Day	Sec. 2-303(1, 3)	<ul style="list-style-type: none"> • Tabled @Juneteenth event 	\$0	

<i>June – Sexual orientation</i>	-Participate in planning with regard to indigenous people’s day in the city - Explore and discuss partnership with area schools and Arts and Culture Commission related to Indigenous People’s Day Celebration	Article(10)(3, 5)	<ul style="list-style-type: none"> • Purchased banners for City • Provided funds towards Juneteenth event • Added the event flyer to both the Library and City pages 		
	Outreach for Pride Created advertisement for submission to the St. Paul Pioneer Press, wishing everyone a happy pride on behalf of the City of Grand Rapids HRC		<ul style="list-style-type: none"> • Ad in St. Paul Pioneer Press 		\$720
	Monthly Speakers -Invite groups and/or individuals to come share about experiences or expertise as it relates to the protected classes. Coordination during monthly observances will be considered, but not mandatory or necessary.			\$100	
Q3 July – Sept <i>Protected Class Spotlight: July – None Aug – Disability Sept – National Origin</i>	Commissioner training and education -Identify and support commissioner training and education opportunities	City code Division 6 Commission Bylaws, including Article Ten		\$100	
	Indigenous People’s Day Participate in planning and cosponsor activities or publications to further human rights purposes with regard to indigenous people in the city - Explore and discuss possible partnership with area schools and Arts and Culture Commission related to Indigenous People’s Day Celebration	Sec. 2-303(1, 3) Article(10)(3, 5)		\$0	
	Human rights educational opportunities -Explore / discuss Reif Center, District 318, Arts & Culture Commission or other human rights partnership opportunities	Sec. 2-303(3), Sec. 2-301(a)(5)		\$500	
	Monthly Speakers			\$100	

	-Invite groups and/or individuals to come share about experiences or expertise as it relates to the protected classes. Coordination during monthly observances will be considered, but not mandatory or necessary.				
Q4 Oct – Dec <i>Protected Class Spotlight:</i> <i>Oct – Religion</i> <i>Nov – None</i> <i>Dec – Public Assistance</i>	Commissioner training and education -Send select commissioners to attend annual Human Rights Symposium organized by the MN Department of Human Rights (typically in December)	City code Division 6 Commission Bylaws, including Article Ten		\$100	
	Indigenous People’s Day Cosponsor activities or publications to further human rights purposes with regard to indigenous people in the city	Sec. 2-303(1, 3) Article(10)(3, 5)		\$2,500	
	Human Rights Awareness Events - Human Rights Day (Dec 10) -Community Conversations -Possible tie to school collaboration -Possible speakers and presentations	Sec. 2-301 Sec. 2-303(5)		\$500	
	Monthly Speakers -Invite groups and/or individuals to come share about experiences or expertise as it relates to the protected classes. Coordination during monthly observances will be considered, but not mandatory or necessary.			\$100	
	Budgeted Expenditures			\$7,500.00	\$3493
	Uncommitted Funds			---	
	Donations Grand Rapids Players				(+\$750)
	TOTAL ACTUAL EXPENDITURES				\$2,743

Notes:

- A. The time needed to organize and arrange the components for many activities will result in most listings involving more than one calendar quarter
- B. The estimated Cost column lists budgeted net cash costs to the City. It does not include contributions made to an activity by a collaborating partner nor an assumed value for donated time or resources by Human Rights commissioners, city administrative staff, or others.

Summary Description of Goals and Activities

Improve Human Rights Awareness

City of Grand Rapids Rules, Division 6 Section 2-301 states that the Commission will take positive measures to disseminate the nondiscriminatory policies of the city with respect to all unfair discriminatory practices by conducting public information meetings. During 2022, the Commission will appoint a work group to develop a plan and conduct one or more activities to improve human rights awareness in the city. Consideration of ways to promote human rights awareness may include improvements to the Human Rights Commission page on the city's website, updating or developing and distributing new brochures, literature, or pamphlets that create awareness and promote better understanding of human rights with city staff and the broader community, sponsoring speakers or informational and educational events or contests, and promoting Human Rights Day on December 10, 2022. The Commission will also identify other areas in which there is need for making citizens, businesses, organizations, city staff, and institutions aware of human rights concerns and requirements.

Explore opportunities for interfaith community event

The Commission has concerns based upon empirical observations about the possibility of, or of having, discriminatory activity in the city based upon based upon religion, race, or national origin. One of the ways to deal with this, if this is the case, could be through events involving or sponsored by multifaith and non-faith organizations. Prior to developing a program, and recognizing that there are legal and other considerations relating to this type of activity by a public body such as the Commission, the Commission intends create a work group to consider possibilities of this type and consult with legal counsel to ascertain legal boundaries. When an acceptable activity and format is identified, the Commission expects to support such event.

New Commissioner On-boarding:

Human Rights commissioner terms are for three years. Commissioner terms may be renewed with city council appointment, and normal turnover typically results in one to three new commissioners being appointed each year. To effectively fulfill their roles, commissioners should be knowledgeable about federal and state human rights laws, city ordinances regarding the human rights commission, and human rights commission bylaws. Newly appointed commissioners should also be aware of past actions and activities of the Grand Rapids Human Rights Commission as well as city council positions and needs related to human rights. The Commission intends to develop a plan and program that would inform newly appointed commissioners, as well as continuing commissioners, of their responsibilities, duties, city policies and relevant administrative procedures, and other aspects. This on-boarding process is to be discussed with a plan and materials developed during 2021 for implementation with newly-appointment commissioners.

Commissioner Training and Education

Actions or decisions by the Grand Rapids Human Rights Commission to provide freedom from discrimination requires knowledge about the types of prohibited discrimination and ways in which these types of discrimination may occur in employment, housing, real property, public accommodations, public services, education, and unfounded charges (City of Grand Rapids Rules, Division 6 Sec 2-301). The Commission plans to identify and act to identify and support commissioner training opportunities and activities in calendar year 2022. This may include approaches such as outside speakers, presentation or event sponsorship, community meetings, interviews, identifying and sharing of pertinent new articles or reports, and/or in other ways. Commissioner training and education would be an ongoing objective and activity.

Support Juneteenth Day Event

The Commission intends to recognize *Freedom Day*, June 19th, which includes recognizing freedoms in our nation and community including human rights, civil rights, and freedom of discrimination and creating public awareness of these rights through assisting street-side setting of street banners recognizing these freedoms, posting of United States flags, and co-issuing news media information.

Gather and Evaluate Demographic Data

The Grand Rapids Human Rights Commission strives to identify human rights issues of greatest concern in the city, and to develop and implement activities to make improvements in the areas of greatest concern. Achieving this goal requires demographic data about the city population. To gather such data the Commission desires to identify data needs and data sources, analyze the data, and from the data analysis develop plans for Commission activities in the community or recommend city policies to address, mitigate or alleviate those human rights concerns or issues. The Commission intends to review 2020 census data to inform changes in priorities, activities, and recommendations in the city.

Review human rights educational opportunities with schools

Schools in Grand Rapids contain their own sets of human rights concerns and opportunities. The Commission intends to explore and begin discussions with the schools in Grand Rapids to look into such possibilities as improving student experiences and understanding of diverse cultures possibly through programs such as pen pal programs with students in other countries, sponsoring an education Summit focused on human rights, or conducting a Human Rights Day event with local school. When an appropriate event is identified, the Commission expects to support such event.

Indigenous People's Day

The Commission was an important factor in establishment of Indigenous People's Day in Grand Rapids and has continued as a key factor in conducting and sponsoring the annual event as part of creating cultural awareness in the local community. This role is planned to continue in 2022,

including establishing a Human Rights Commission Indigenous People's Day committee to collaborate with other community groups to plan, identify a theme, organize, and conduct an Indigenous People's Day program and activities.

Human Rights Awareness Events - Human Rights Day (December 10)

To improve awareness of human rights in the city, the Commission plans to discuss and review ways to improve awareness of human rights in the city. Committee work is expected to include approaches such as conducting community conversations, identifying ways to tie human rights awareness with the local schools, arranging and sponsoring topical speakers, and/or other means of fostering human rights awareness preferably in collaboration with other groups or entities.

Explore community-wide educational opportunities to collaborate with GRPD, local law enforcement, other entities

The Commission would like to explore possible collaboration and co-sponsorship of an event with the Grand Rapids Police Department, and possible others. This work group would work alongside the GRPD Chief of Police and/or other identified representatives of GRPD to develop a mutually beneficial and relevant educational and/or training opportunity.

Minnesota League of Human Rights

The Commission plans to look into membership in the Minnesota League of Human Rights and associating with the League in organizing and sponsoring or co-sponsoring human rights themed activities.

Monthly Speakers

The commission is charged with ensuring that all City residents are protected from discrimination in accordance with the Minnesota Human Rights Act (MHRA).

The MHRA identified thirteen "protected classes" against which it is illegal in the state of Minnesota to discriminate in business, credit, education, employment, housing, public accommodations, and public services – race, color, creed, religion, national origin, sex, marital status, familial status, disability, public assistance, age, sexual orientation, and local human rights activity. Every person is a member of a protected class under the MHRA because every person, for example, has a race.

To help achieve the commission's goal of ensuring that no discrimination based on these protected classes is occurring in Grand Rapids:

On a trial basis, for the remainder of the 2022 fiscal year, the commission will adopt the attached calendar to guide agenda building. The procedure will be reviewed in context of 2023 planning.

Calendar overview:

Each quarter, two of the three meetings will be assigned a “spotlight” on one of Minnesota’s thirteen protected classes, and 20 minutes on the monthly agenda will be reserved for this purpose.

One meeting each quarter will not include time specifically dedicated to a “spotlighted” protected class, preserving flexibility for annual strategic planning and other business.

The commission’s monthly “Protected Class Spotlight” could include the following activities:

1. Community input and GRHRC reflection. A ten-to-fifteen-minute presentation by a community member representing the spotlighted protected class, followed by five to ten minutes of Q&A/discussion. Speaker would be identified and invited by the Commissioner responsible for that month.
 - a. Each speaker would be asked to respond to the following questions:
 - i. Through the lens of [spotlighted protected class], what do you want the Grand Rapids Human Rights Commission to know about your experience in our community?
 - ii. What might the GRHRC or the City of Grand Rapids do to help members of this protected class feel safer and more welcome?
 - b. Following each presentation, the Commission will discuss implications or actions to be taken.
 - c. Invited speakers would be eligible to receive reimbursement for costs incurred, per adopted policy.
2. Public Awareness. The “lead” Commissioner for each month’s spotlight would bring to the Commission for approval a message keyed to that month’s spotlighted protected class to be shared on the city’s social media. Ex: The Grand Rapids Human Rights Commission wishes you a Happy Pride. Once the calendar is operational, content can be reviewed and approved in advance.

MONTH	Spotlighted Protected Class	Commissioner Lead	Context/Notes
January	NONE		
February	Race		African American Heritage Month Est. by President Ford in 1976 as part of America’s bicentennial. Resources: https://www.archives.gov/news/topics/african-american-history
March	Sex		Women’s Heritage Month International Women’s Day is March 8 Celebrated in the US since 1987. Resources: http://www.history.com/topics/holidays/womens-history-month
April	NONE		

May	Age		Older Americans Month Est. in 1963; recognized each year by presidential proclamation. 2021 Theme: Communities of Strength. Resources: #OlderAmericansMonth
June	Sexual Orientation	Ed Krumpotich	LGBTQ+ Pride Month June 28, 2022 will be Pride Day First recognized by President Clinton in 1999; 2009-2016 recognized by President Obama; 2019 recognized by President Trump. 4 Resources: https://nationaltoday.com/pridemonth/ https://www.awarenessdays.com/awareness-days-calendar/pride-month2021/
July	NONE		
August	Disability	Angie Erickson	
September	National Origin		Hispanic Heritage Month (Sept 15 – Oct 1) Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua all received their independence on September 15; Mexico and Chile celebrate their independence days on Sept 16 and Sept 18. Resources: https://www.hispanicheritagemonth.gov/about/ https://www.history.com/topics/hispanic-history/hispanic-heritage-month
October	Religion		Most American adults (82%) say Muslims are subject to at least some discrimination in the U.S. today, according to a Pew Research Center survey conducted in March – including a majority (56%) who say Muslims are discriminated against a lot. Roughly two-thirds of Americans (64%) also say Jews face at least some discrimination in the U.S., up 20 percentage points from the last time this question was asked in 2016. Also: Indigenous People’s Day Second Monday in Oct 10 Oct 2022
November	NONE		
December	Public Assistance		Christmas. Charity. End of year giving.

Notes:

During the year, adjustments may be made to reflect changes in costs, changes in priorities, changes in format or delivery methods, or identification of human rights concerns that were not identified in compiling the preceding list but which the Commission feels need to be addressed. Examples include:

- a. Possible adjustments could occur due to identifying new or incidental human rights concerns related to protected groups and areas from the [Minnesota Human Rights](#) and other state statutes and regulations:

Protected Classes	Protected Area
RACE	Employment, housing, public accommodations, public services, education, credit, and business
COLOR	Employment, housing, public accommodations, public services, education, credit, and business
CREED	Employment, housing, public accommodations, public services, education, and credit
RELIGION	Employment, housing, public accommodations, public services, education, and credit
NATIONAL ORIGIN	Employment, housing, public accommodations, public services, education, credit, and business
SEX	Employment, housing, public accommodations, public services, education, credit, and business
MARITAL STATUS	Employment, housing, public accommodations, education, and credit
DISABILITY	Employment, housing, public accommodations, public services, education, credit, and business
PUBLIC ASSISTANCE	Employment, housing, public services, education, credit
AGE	Employment and education
SEXUAL ORIENTATION	Employment, housing, public accommodations, public services, education, credit, and business
FAMILIAL STATUS	Employment, Housing

LOCAL HUMAN RIGHTS COMMISSION ACTIVITY	Employment
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b. Adjustments could occur as a result of use of alternative education/training delivery methods such as print, seminars, webinars, speeches, and others