

# Grand Rapids Human Rights Commission Calendar Year 2022 Work Plan

Prepared in accordance with Commission By-laws, Article 10

| 2022<br>QUARTER | GOAL OR ACTIVITY<br>(refer to goal or activity description page for more detail)   | ORDINANCE   | EST. COST<br>(See Notes<br>below) |
|-----------------|--|---|-----------------------------------|
| Q1 Jan – March  | <p><b>Improve Human Rights Awareness</b></p> <ul style="list-style-type: none"> <li>- Study adding information to the city’s Human Rights Commission web page</li> <li>- 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.</li> </ul>   | Sec.2-301(a, b, and c)  | \$500                             |
|                 | <p><b>New commissioner on-boarding and commissioner training and education</b></p> <ul style="list-style-type: none"> <li>-Establish work group to define and develop specific training materials or personnel for new and existing Commissioners</li> <li>-Reports at commission meetings to improve knowledge about commission duties, human rights issues, and human rights concerns</li> </ul>           | City code Division 6<br>Commission Bylaws,<br>including Article Ten | \$100                             |
|                 | <p><b>Explore opportunities for interfaith community human rights event</b></p> <ul style="list-style-type: none"> <li>-Work group to investigate legal limits, permissible activities, and opportunities</li> </ul>   | Sec. 2-303(1)<br>Article(10)(3)                                     | \$500                             |
|                 | <p><b>Indigenous People’s Day</b></p> <p>Participate in planning and co-sponsor activities or publications to further human rights purposes with regard to indigenous people in the city</p> <ul style="list-style-type: none"> <li>- Explore and discuss possible partnership with area schools, organizations, and Arts &amp; Culture Commission related to Indigenous People’s Day Celebration</li> </ul> | Sec. 2-303(1, 3)<br>Article(10)(3, 5)                               | \$0                               |

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|                 | <p><b>Explore community-wide educational opportunities about human rights to collaborate with GRPD, local law enforcement, other entities</b></p> <p>-Work group to investigate possible collaboration and co-sponsoring of training, community dialogue, or other relevant opportunity.</p>   |   | \$1,500 |
|                 | <p><b>Monthly Speakers</b></p> <p>-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.</p>   |   | \$100   |
|                 | <p><b>Gather and evaluate demographic data</b></p> <p>- Continue 2021 work tasks as related to housing and disabilities</p> <p>- Monitor release of 2020 census data to review and inform possible changes to human rights work plan and priorities</p> <p>-Possible training with Ben Winchester of UMN Extension</p> <p>-Gather or develop information on areas of greatest concern regarding human rights issues</p> <p>-Develop, as appropriate, activities or policy recommendations to address human rights concerns</p> | <p>Sec. 2-303(3)(1, 2, and 6)</p> <p>Sec. 2-301 (a)</p> | \$500   |
| Q2 April – June | <p><b>Commissioner on-boarding and commissioner training and education</b></p> <p>- Conduct training for new and existing Commissioners</p> <p>-Reports at commission meetings to improve knowledge about commission duties, human rights issues, and human rights concerns</p>  | <p>City code Division 6</p> <p>Commission Bylaws</p>    | \$100   |
|                 | <p><b>Support Juneteenth Day Event</b></p> <p>-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</p>   | <p>Sec. 2-303(3)</p>                                    | \$200   |
|                 | <p><b>Indigenous People’s Day</b></p> <p>-Participate in planning with regard to indigenous people’s day in the city</p> <p>- Explore and discuss partnership with area schools and Arts and Culture Commission related to Indigenous People’s Day Celebration</p>   | <p>Sec. 2-303(1, 3)</p> <p>Article(10)(3, 5)</p>        | \$0     |

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|                | <p><b>Monthly Speakers</b><br/>-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.</p>   |   | \$100   |
| Q3 July - Sept | <p><b>Commissioner training and education</b><br/>-Identify and support commissioner training and education opportunities</p>   | City code Division 6<br>Commission Bylaws,<br>including Article Ten | \$100   |
|                | <p><b>Indigenous People's Day</b><br/>Participate in planning and cosponsor activities or publications to further human rights purposes with regard to indigenous people in the city<br/><br/>- Explore and discuss possible partnership with area schools and Arts and Culture Commission related to Indigenous People's Day Celebration</p> | Sec. 2-303(1, 3)<br>Article(10)(3, 5)                               | \$0     |
|                | <p><b>Human rights educational opportunities</b><br/>-Explore / discuss Reif Center, District 318, Arts &amp; Culture Commission or other human rights partnership opportunities</p>  | Sec. 2-303(3), Sec. 2-301(a)(5)                                     | \$500   |
|                | <p><b>Monthly Speakers</b><br/>-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.</p>   |   | \$100   |
| Q4 Oct – Dec   | <p><b>Commissioner training and education</b><br/>-Send select commissioners to attend annual Human Rights Symposium organized by the MN Department of Human Rights (typically in December)</p>   | City code Division 6<br>Commission Bylaws,<br>including Article Ten | \$100   |
|                | <p><b>Indigenous People's Day</b><br/>Cosponsor activities or publications to further human rights purposes with regard to indigenous people in the city</p>  | Sec. 2-303(1, 3)<br>Article(10)(3, 5)                               | \$2,500 |
|                | <p><b>Human Rights Awareness Events - Human Rights Day (Dec 10)</b><br/>-Community Conversations<br/>-Possible tie to school collaboration<br/>-Possible speakers and presentations</p>   | Sec. 2-301<br>Sec. 2-303(5)   | \$500   |

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|  | <b>Monthly Speakers</b><br>-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      |
|  | <b>Budgeted Expenditures</b>  |  | \$7,500.00 |
|  | <b>Uncommitted Funds</b>  |  | ---        |
|  | <b>Total 2022 Budget Request</b>  |  | \$7,500.00 |

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 19<sup>th</sup>, 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 plans to look for monthly speakers to invite to the scheduled meetings to share their experiences and/or expertise. The commission will work to align some of these speakers with the nationally occurring months-long observances. The goal is to provide more scheduled and intentional opportunities to highlight and engage protected classes in the City. Here is a draft list of known observances and potential and/or committed speakers. Please note it is not all inclusive and is subject to change.

| <b>MONTH</b> | <b>OBSERVANCE(S)</b>  | <b>POTENTIAL SPEAKERS</b> |
|--------------|---|---------------------------|
| January      | Poverty in America Awareness Month                                  |                           |
| February     | African American History Month                                      |                           |
| March        | Women’s History Month<br>Developmental Disabilities Awareness Month |                           |
| April        |   |                           |
| May          | Asian and Pacific Islander Heritage Month<br>Mental Health Month    |                           |

|           |  |  |
|-----------|--|--|
| June      | LGBTQIA+ Pride Month   |  |
| July      | Americans with Disabilities Act Signed (7/26)  |  |
| August    |  |  |
| September | LatinX Heritage Month (begins 9/15)  |  |
| October   | LatinX Heritage Month (ends 10/15)<br>LGBTQIA+ History Month<br>National Disability Employment Awareness Month |  |
| November  | Native American / American Indian / Indigenous People's Heritage Month   |  |
| December  | Universal Human Rights Month (International HR Day is 12/10)   |  |

**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           |



|   |  |
|---|--|
| <b>NATIONAL ORIGIN</b>                        | Employment, housing, public accommodations, public services, education, credit, and business |
| <b>SEX</b>                                    | Employment, housing, public accommodations, public services, education, credit, and business |
| <b>MARITAL STATUS</b>                         | Employment, housing, public accommodations, education, and credit                            |
| <b>DISABILITY</b>                             | Employment, housing, public accommodations, public services, education, credit, and business |
| <b>PUBLIC ASSISTANCE</b>                      | Employment, housing, public services, education, credit                                      |
| <b>AGE</b>                                    | Employment and education   |
| <b>SEXUAL ORIENTATION</b>                     | Employment, housing, public accommodations, public services, education, credit, and business |
| <b>FAMILIAL STATUS</b>                        | Employment, Housing  |
| <b>LOCAL HUMAN RIGHTS COMMISSION ACTIVITY</b> | Employment   |

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