



Grand Rapids Human Rights Commission Calendar Year 2026 Work Plan

Prepared in accordance with Establishing Ordinance and Commission By-Laws

All activities for 2026 are supported by our guiding vision themes of: Community Awareness; Education outreach and Communication; Our Role; Collaboration; and Listening to Community

2026 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>Possible events/recognitions:</i> International Women's Day – Black History Month	Ordinance Review Review and clarify HRC role and alignment with city ordinances	2-303 (F)		\$0	
	Fair Housing Act Support development of work group to review possible panel / other community engagement opps within Itasca County	2-303 (B, C, E, F)		\$1,500	
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		\$0	
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		\$0	
Quarter Total					
Q2 April – June <i>Possible events/recognitions:</i> Stomp the Stigma – Mental Health Awareness Month – Asian Pacific Islander Heritage Month – LGBTQ+ Pride Month	Story Stitch Event Host community event - either facilitating or bringing someone in. Education/outreach, listen to community	Article 10 (1, 2, 3)		\$1,500	
	Volunteer at Stomp on Stigma Community awareness and collaboration at established community event	2-303 (B, C) Article 10 (2, 3, 4, 5)		\$500	
	Volunteer at Pride Event Community awareness and collaboration at established community event	2-303 (B, C) Article 10 (2, 3, 4, 5)		\$1,000	
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		\$0	
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		\$0	
Quarter Total					

2026 QUARTER	GOAL OR ACTIVITY (refer to goal or activity description page for more detail)	ORDINANCE	ACTION TAKEN	EST. COST (See Notes)	ACTUAL
Q3 July – Sept <i>Possible events/recognitions:</i> Hispanic Heritage Month Q3	Braver Angels Event Host community event - either facilitating or bringing someone in. Education/outreach, listen to community	Article 10 (1, 2, 3)		\$1,500	
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		\$0	
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		\$0	
	Quarter Total				
Q4 Oct – Dec <i>Possible events/recognitions:</i> Native American Heritage Month	Soup on the Street Community awareness and collaboration at established community event	2-303 (B, C)			
	Indigenous People's Day Support Community awareness and collaboration at established community event	2-303 (B, C) Article 10 (2, 3, 4, 5)			
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		\$0	
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		\$0	
Quarter Total					
ANNUAL TOTAL				\$4,000	

Notes:

Total Annual Budget: \$7,500

Estimated costs shown for major events. Remaining budget (\$3,500) available for additional activities and community engagement opportunities throughout the year.

Summary Description of Goals and Activities

ORDINANCE REVIEW

The Commission will conduct a comprehensive review of city ordinances related to human rights to clarify the HRC's role and ensure alignment with current city regulations. This review will help commissioners better understand their authority, responsibilities, and the scope of their work in protecting human rights within the community. The ordinance review will provide a framework for future decision-making and help define how the Commission can most effectively serve the community within its legal mandate.

FAIR HOUSING ACT SUPPORT

The Commission will support the development of a work group to explore fair housing issues and possible panel discussions or other community engagement opportunities within Itasca County. This activity aims to increase awareness of fair housing rights, identify housing discrimination concerns, and provide education to community members about their rights and responsibilities under fair housing laws. The work group may partner with local housing authorities, advocacy organizations, and community stakeholders to create meaningful dialogue and resources around housing equity.

PRESENTATIONS TO OUTSIDE ORGANIZATIONS (QUARTERLY)

The Commission will conduct quarterly presentations to outside organizations such as schools, service clubs (Rotary, Lions, etc.), faith communities, and civic groups. These presentations will raise community awareness about the HRC's role, educate audiences about human rights and protected classes, provide outreach to diverse community segments, and create opportunities to listen to community concerns. Each presentation will be tailored to the specific audience and may include information about discrimination prevention, the complaint process, and available resources. This activity supports the vision themes of Community Awareness, Education/Outreach, and Listening to Community.

STORY STITCH EVENT

Story Stitch is a community dialogue facilitation methodology that creates safe spaces for people to share personal stories and build understanding across differences. The Commission will either facilitate a Story Stitch event directly or bring in trained facilitators to lead this community conversation. This event will provide an opportunity for community members to share their lived experiences related to identity, discrimination, belonging, and human rights. Through storytelling and guided dialogue, participants will build empathy, discover common ground, and strengthen community connections. This activity aligns with the vision themes of Education/Outreach, Our Role, and Listening to Community.

BRAVER ANGELS EVENT

Braver Angels is a national organization dedicated to bridging political divides and fostering constructive dialogue across ideological differences. The Commission will either facilitate a Braver Angels workshop or bring in certified Braver Angels facilitators to lead a community event. This structured dialogue will help participants understand different perspectives, reduce contempt and hostility, and find common ground despite political or ideological differences. The event will contribute to building a more cohesive community where diverse viewpoints can coexist respectfully. This activity supports Education/Outreach, Our Role, and Listening to Community vision themes.

QUARTERLY WORKPLAN & BUDGET REVIEW

The Commission will conduct quarterly reviews of its work plan progress and budget expenditures to ensure accountability, transparency, and effective use of resources. These reviews will allow commissioners to assess which activities are meeting their goals, identify any needed adjustments to priorities or approaches, track spending against the annual budget, and ensure alignment with the Commission's vision themes. Regular review creates opportunities

for learning, course correction, and strategic planning. This activity reflects the Commission's commitment to responsible stewardship of public resources and effective governance as outlined in Article 10 of the Commission By-Laws.

COMMUNITY EVENT PARTICIPATION & VOLUNTEER ENGAGEMENT

The Commission will actively participate in and volunteer at established community events throughout the year to increase HRC visibility, demonstrate collaboration with community partners, and engage directly with diverse community members. Target events include Stomp on Stigma (mental health awareness), Pride celebrations (LGBTQ+ support), Soup on the Street (food security and homelessness), Indigenous People's Day, and other community gatherings as opportunities arise. Through this hands-on engagement, commissioners will staff information tables, distribute educational materials about human rights protections, assist with event logistics, and engage in conversations with community members about discrimination and available resources. This visible presence helps vulnerable populations feel uplifted and supported while educating the broader community about human rights. The Commission remains open to participating in additional community events that align with its mission and vision themes. This activity supports Community Awareness, Collaboration, and Listening to Community vision themes.

COMMISSIONER TRAINING AND EDUCATION (ONGOING)

Actions or decisions by the Grand Rapids Human Rights Commission to provide freedom from discrimination require 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 support commissioner training opportunities and activities throughout the year. This may include approaches such as outside speakers, presentation or event sponsorship, community meetings, interviews, identifying and sharing of pertinent news articles or reports, and/or other methods. Commissioner training and education will be an ongoing objective and activity that strengthens the Commission's capacity to serve the community effectively.

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

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