



# Human Rights Commission

2024 Work Plan



# Background

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## Purpose

The Human Rights Commission was formed in 1968, shortly after the assassination of Dr. Martin Luther King, Jr. The HRC will fulfill its mission and purpose of aiding and advising the City Council in ensuring equal opportunity in the areas of human rights protected by law and the social standards of the city for all community members in the city of Bloomington. We will do this by identifying work plan goals, along with broader human rights issues, that align with the overall strategic plan of the City of Bloomington. The HRC will work to align the Commission's work plan with the goals and strategies of the Bloomington Tomorrow Together Strategic Plan (BTT) and work to ensure accountability to the Core Values of the plan. The HRC will work to ensure that the City Council's strategic plan does not have adverse effects on the human rights of Bloomington community members. The HRC will partner with other city commissions to ensure our work has the broadest impact. Success or failure of the HRC's work plan goals will be measured against the mission, core values, and strategic objectives of the BTT.

## Duties

According to City Code Section 2.83.01, the Human Rights Commission shall:

- (a) Study and review programs and policies and aid the City Council on enlisting the cooperation of agencies, organizations, and individuals in the city in an active program directed to create equal opportunity and eliminate discrimination and inequalities;
- (b) Advise the City Council on implementing such recommendations as may be appropriate to the city, including, but not limited to, such things as:
  - (1) Specific programs of public information regarding the statutory requirements of the Minnesota Human Rights Act (M.S. Chapter 363A);
  - (2) Comprehensive studies and surveys of practices in the community;
  - (3) Programs of affirmative action to be developed with employers, the housing industry, the educational institutions and governmental agencies;
  - (4) Programs of review to give and gain information regarding compliance with state requirements concerning equal opportunity;
  - (5) Programs designed to alleviate community tension; and
  - (6) Programs designed to create a genuine climate of community readiness to accept orderly and demonstrable change in eliminating barriers of equal opportunity.Refer all grievances received involving discrimination occurring within the city to the appropriate state or federal enforcement departments or agencies and make all appropriate reports to the City Council;
- (c) Advise the Bloomington Independent School District No. 271 on matters relating to human rights, in accordance with the resolution of the City Council adopted May 4, 1970;
- (d) Establish committees, as the Commission finds it to be necessary, in the following areas:

- (1) The various areas of concern under the Minnesota Human Rights Act;
  - (2) Public information;
  - (3) Legislation; and
  - (4) Liaison with other organizations including other city commissions and agencies.
- (e) Perform such other functions concerning human rights as the City Council may from time to time direct.

## 2024 Work Plan

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### Process

The Human Rights Commission developed this work plan during its monthly meetings from October and November 2023 to January 2024. Staff liaison Eric Holthaus and staff secretary Kayla Dvorak Feld led facilitated conversations in October and November.

### Guiding Principles

- Connected to the City’s strategies
- Impact on current policies
- Visible
- Impact on people’s lives
- Success that can be measured

### 2024 Work Plan Focus Areas

Below are the focus areas for the Human Rights Commission in 2024:

#### I. Annual Initiatives:

##### A. Proclamations:

- Martin Luther King, Jr. Day (January 15, 2024)
- Black History Month (February 2024)
- I Love to Read Month (March 2024)
- Asian American and Pacific Islander Heritage Month (May 2024)
- Pride Month (June 2024)
- International Day of Peace (September 21, 2024)
- Hispanic Heritage Month (September 15 – October 15, 2024)
- Native American Heritage Month (November 2024)
- International Human Rights Day (December 10, 2024)
- Additional proclamations may be added throughout the year

##### B. Omar Bonderud Human Rights Award

##### C. HRC Correspondence – Continuing process of documenting and sharing

##### D. Boards & Commission – Continuing to connect on Board & Commission Connect & collaborative initiatives (e.g. BHAT, also listed below)

## II. Workgroup Initiatives:

### A. Housing

- Just Deeds
  - a) Education and Events
    - (1) Description – “Just Deeds and Beyond: The Legacy and Future of Housing Accessibility for All” – an event focused on education, dialogue, and connection. The March 13 event will be hosted at Normandale Community College with partners including Normandale, the City of Bloomington, and the Human Rights Commission.
    - (2) Timeline Quarter 1
- Housing as a Human Right
  - a) Resolution
    - (1) Description: Supporting the advancement of Housing as Human Right Resolution.
    - (2) Timeline Quarter 1 (anticipated in February/March)
- Housing advocacy and partnerships
  - a) Bloomington Housing Action Team (BHAT) Missing Middle Housing, Housing Diversity
    - (1) Description: Continue to advance fair housing access through partnership and collaboration. HRC members will continue to attend regular BHAT meetings for education and collaboration on interdisciplinary topics and initiatives with members of other City boards.
    - (2) Timeline Quarter 1-4

### B. Youth - Partnerships & space for advocacy

- LGBTQIA+
  - a) School partnership
    - (1) Description: Forum for commissioners to hear from LGBTQIA+ youth and families. HRC will build and maintain connections with Bloomington Public Schools and seek to have a collaborative event in Fall 2024 with LGBTQIA+ youth.
    - (2) Timeline Quarter 2-4 (relationship, planning, event in late Sept/early Oct)
- Youth transportation safety
  - a) Partner on existing efforts
    - (1) Description: HRC will explore opportunities to support existing alternative transportation safety improvement projects in the City’s Active Transportation Plan.
    - (2) Timeline: Quarter 2-4

### C. Proclamations

- Support and enhance proclamation tradition
  - a) Continue to partner on proclamation process
    - (1) Description – Advance and acknowledge human rights while celebrating Bloomington’s rich and diverse cultural and social

heritage by supporting and coordinating proclamations. Seek opportunities for proclamations to be representative of the community.

(2) Timeline – Quarter 1-4

D. Municipal Equality Index

- Assess City score

a) Promote 2023 achievement and explore opportunities to improve.

(1) Description – Learn from Human Rights Campaign, model cities, and internal organization what opportunities exist to advance MEI score and progress toward a more inclusive City of Bloomington

(2) Timeline - Quarter 2-4

E. Welcoming City

- Support assessment and advancement

a) Partner with Office of Racial Equity, Inclusion, and Belonging


(1) Description – HRC will explore opportunities to assess and support Welcoming City designation, a nationally recognized framework for inventorying and advancing an inclusive community with special focus on immigrant populations.

(2) Timeline – Quarter 1-4

# Appendix

## Minnesota Human Rights Act

The Minnesota Human Rights Act protects all Minnesotans from discrimination based on protected class and area of protection.



PROTECTED CLASSES	AREAS OF PROTECTION						
	Employment	Housing	Public Accommodations	Public Services	Education	Credit	Business
Race	●	●	●	●	●	●	●
Color	●	●	●	●	●	●	●
Creed	●	●	●	●	●	●	
Religion	●	●	●	●	●	●	
National Origin	●	●	●	●	●	●	●
Sex	●	●	●	●	●	●	●
Marital Status	●	●	●		●	●	
Disability	●	●	●	●	●	●	●
Public Assistance	●	●		●	●	●	
Age	●				●		
Sexual Orientation	●	●	●	●	●	●	●
Gender Identity	●	●	●	●	●	●	●
Familial Status	●	●					
Local HR Commission Activity	●						

### Other Prohibited Practices

**Aiding/Abetting and Obstruction:** The Act prohibits a person from aiding in a violation of the Minnesota Human Rights Act (MHRA), coercing a person to violate the law, obstructing a person’s compliance with the Act, or interfering with the department’s performance of its duties.

**Retaliation:** The Act prohibits retaliation because a person opposed a practice forbidden by the MHRA, filed a charge or participated in a matter brought under the Act; or because a person associated with a person or group of persons who are disabled or of a different race, color, creed, religion, sexual orientation, or national origin.

## 2024 Human Rights Commission Meeting Dates

Below are the approved meeting days for the Human Rights Commission in 2024. Some members of the Human Rights Commission and presenters may participate electronically as permitted by law, Minnesota Statutes, Section 13D.021.

Date	Location
January 16, 2024	Haeg Conference Room, Civic Plaza
February 20, 2024	Haeg Conference Room, Civic Plaza
March 19, 2024	Haeg Conference Room, Civic Plaza
April 16, 2024	Haeg Conference Room, Civic Plaza
May 21, 2024	Haeg Conference Room, Civic Plaza
June 18, 2024	Haeg Conference Room, Civic Plaza
July 16, 2024	Haeg Conference Room, Civic Plaza
August 20, 2024	Haeg Conference Room, Civic Plaza
September 17, 2024	Haeg Conference Room, Civic Plaza
October 15, 2024	Haeg Conference Room, Civic Plaza
November 19, 2024	Haeg Conference Room, Civic Plaza
December 17, 2024	Haeg Conference Room, Civic Plaza

*Approved by the Bloomington Human Rights Commission on January 16, 2024*

*Approved by the Bloomington City Council on February 26, 2024*