



**5-Year Plan of the Human Rights Commission  
2023 to 2028**

Submitted to the Red Wing City Council  
January 12, 2023

**Purpose:**

Acknowledging the universal concept of human rights, the mission of the Human Rights Commission is to ensure that all Red Wing residents may participate equally and fully in the human experience. The City will work to extend these rights to economic opportunity, safe and affordable housing, and quality education at all levels to create a safe and supportive community environment. This involves actively working to assure all City policies and practices do not discriminate on any basis, including immigrant or refugee status.

## **History of the Human Rights Commission**

The Human Rights Commission was started in 1969. At a community gathering held on September 18, 1966, Frank Kent, Commissioner of Human Rights of the State of Minnesota, spoke to a group of Red Wing citizens. After the meeting, multiple groups raised interest in founding a Human Rights Commission. At the City Council meeting on October 3, 1968, Mayor Demetrius Jelatis expressed that there was interest in the community in starting a Human Rights Commission. The idea was forwarded to the Ordinance Committee for further study on the issues the Human Rights Commission would be dealing with.

In 1969, at both the February 6th and March 6th City Council meetings, letters were submitted, and citizens attended. In letters and in spoken comments, citizens urged the Council to create a Human Rights Commission in Red Wing. At the Council meeting on June 5, 1969, Ordinance No. 571 was accepted, creating the Human Rights Commission of Red Wing.

Currently, the Human Rights Commission has 11 members appointed by the Mayor and approved by the Council. One notable HRC program is the Amos Owen Award. Since 2001, the annual Amos Owen Award has recognized one or more individuals in the Red Wing community for their work in uplifting and striving for others' human rights. The award's namesake is a Prairie Island Mdewakanton elder and spiritual leader, Amos Owen, who worked tirelessly to preserve Dakota language and culture. A committee of the Human Rights Commission chooses the award winner.

## Definitions for the 5-Year Plan

- Strategy:** An overarching role or responsibility the board/commission does as part of its work.
- Action:** A specific action, activity, or priority the board/commission will accomplish.
- Year:** Designate the year(s) of an initiative. *Ongoing* means the action is continuous and not limited to a particular year. Highlighted areas identify top priorities in the coming year.
- Budget:** The range of dollars an action is expected to cost.

- 0 = No dollars
- \$ = \$1 to \$999
- \$\$ = \$1,000 to \$3,000
- \$\$\$ = \$3,001 to \$5,000
- \$\$\$\$ = \$5,001 or more (a dollar amount will be noted if higher than \$7,000)

**Staff Time:** The estimated staff liaison time an action is estimated to take.

- None = No additional time
- Small = 5 hours or less
- Medium = 6 to 15 hours
- Large = More than 15 hours

**Equity:** How the board/commission will consider the input and experiences of all in Red Wing.

1 = The group will **collect input or feedback from more people** so a wider variety of ideas and thoughts are considered. This may involve using surveys, gathering input at public meetings, hosting events, attending community groups to learn, etc. This may include partnering with organizations, community members, and/or boards and commissions.

2 = The group will **increase promotion, publicity, or education to the public through a wider variety of methods and/or places** to reach more people in the community. This may include translating materials.

3 = The group will **utilize data that identifies different population groups and how people are experiencing aspects of life** so that information can be considered during decision-making.

4 = The group will **lead or collaborate on an event or project that acknowledges history and/or provides representation or voice** to one or more identified groups\*.

5 = The group will **recommend to Council a policy, plan, or practice that will improve the lives of more people.**

*\* "More people" or "identified groups" refers to those who are often under-represented or not focused on due to their age, race, color, creed, religion, national origin, sex, gender identity, sexual orientation, marital status, disability, status with regard to public assistance, and/or limited English proficiency. (These groups are identified by state and federal governments and are also included in the City of Red Wing's required Title VI Plan, approved by City Council on September 12, 2022.)*

**Strategic Plan:** This designates where the board/commission's actions fit with the goals of the City's 10-Year Strategic Plan.

**2040 Plan:** This designates where the board/commission's actions fit with the goals of the Red Wing 2040 Community Plan.

## Human Rights Commission 5-Year Plan: 2023-2028

Strategies	Actions	Year	Budget	Staff Time	Equity	Strategic Plan	2040 Plan
<b>#1. Advise Council and other boards and commissions on improving plans and policies to be more equitable.</b>	<b>(A)</b> Review and monitor the City's Equity Plan at least two times annually and provide feedback and/or recommendations if needed.	2023 & Ongoing	0	Small	5	#59	12.D.1.
	<b>(B)</b> Provide recommendations to City Council on policies and practices, either as requested by Council or brought forth by the HRC.	2023 & Ongoing	0	Med	1, 5	#59	12.D.1.
	<b>(C)</b> Use the HEEAP Sheet regularly in planning, implementing, and evaluating plans, programs, and policies.	Ongoing	0	None	1,2,3,4,5	#59	12.D.1.
	<b>(D)</b> Be a resource to other city boards and commissions to assist in their equity planning, if requested.	Ongoing	0	Small	2	#59	12.D.1.
	<b>(E)</b> Consider ways to address and monitor local systemic issues and improvements related to Red Wing's racism as a public health emergency declaration.	Ongoing	Not sure yet	Not sure yet	1, 2, 3, 4, and/or 5	#60	12.D.1. 12.A.4.
<b>#2. Host events that educate, uplift, and celebrate human rights and bridge divisions in our community.</b>	<b>(F) Lead community conversations.</b> Provide a safe space for people to engage in often uncomfortable discussions to better understand each other as fellow human beings. Goal is to build trust and encourage an environment of knowledge, empathy, & inclusivity.	<b>2023</b>	\$	Med	4	#60	12.D.2. 12.A.4.
	<b>(G) Host the Juneteenth Celebration</b> in 2023. Work with community members to plan, promote, and implement this public event that honors and celebrates Black history and culture.	<b>2023</b>	\$\$\$\$	Large	4	#58 #60	12.D.2. 12.A.4.

	<b>(H)</b> Organize annual Amos Owen Award. Promote program, choose winner, and host reception.	2023 & Ongoing	\$	Med	4	#60	12.A.4.
	<b>(I)</b> Host or co-host Martin Luther King, Jr. Day event in Red Wing.	2024 & Possibly ongoing	\$\$	Med to Large	4	#60 #62	12.D.2. 12.A.4.
	<b>(J)</b> Host public events such as movie/documentary nights, workshops by organizations, community meals, and other gatherings. Many can be collaborations with other groups.	2024 & Ongoing	\$\$	Med to Large	4	#60 #62	12.D.2. 12.A.4.
<b>#3. Collaborate with groups to educate and spread awareness.</b>	<b>(K)</b> Partner with Red Wing youth organizations when opportunities arise. Groups include the BSU, NASA, the LGBTQ+ student group, the City's Youth Committee, and others.	Ongoing	0	0	1, 2, 4	#60 #67	12.A.4.
	<b>(L)</b> Bring in speakers for every regular meeting. For 2023, these include representatives from the Black Student Union, the Native American Student Association, Hispanic Outreach, the LGBTQ+ school group, and others so they can promote and share with the HRC & community what they're doing.	2023 & Ongoing	0	Small	4	#60 #67	12.A.4.
	<b>(M)</b> Partner with the Chamber of Commerce to provide material that would give ideas on how business owners can be more welcoming to all people in their shops, restaurants, organizations, etc.	2024 2025	\$	Med	4	#60	12.A.4.
	<b>(N)</b> Host a table at Hispanic Heritage Festival	2023 & Ongoing	\$	Med	2	#60	12.A.4.
	<b>(O)</b> Bring in speakers from the city and county's housing organizations to learn more about how people are experiencing housing in Red Wing.	2023	0	Small	2	#59	12.A.1.
	<b>(P)</b> Continue to meet periodically with Mayo Clinic Health System to discuss progress on inclusive policies and practices.	2023	0	Med	2	#60	12.D.1.

	<b>(Q)</b> Partner with other city boards and commissions on public art and/or educational projects when it aligns with the mission of the HRC and helps to further the HRC's goals.	Ongoing	Not sure yet	Small to Med	4	#60	12.A.4. 10.B.2. 10.B.3.
	<b>(R)</b> Collaborate with the Chamber of Commerce to create an annual award honoring a local business that highlights human rights.	2024	\$	Small	2	#60	12.A.4.
	<b>(S)</b> Produce video with the message that all boards and commissions need members who think about human rights. Goal is to nudge people in RW from all backgrounds with an interest in human rights to volunteer for these positions.	2024	0	Med	2	#66	12.B.1.
<b>#4. Increase people's knowledge about the MN Human Rights Act. Share resources that assist people with their human rights concerns.</b>	<b>(T)</b> Promote the city's Human Rights Resource Connection in multiple ways.	<b>2023 &amp; Ongoing</b>	\$	Med	1, 2, 3	#60 #64	12.A.4. 12.A.1.
	<b>(U)</b> Advise and monitor how the City documents human rights concerns that come through the Human Rights Resource Connection. When possible, use that information to learn & inform future HRC planning.	2023	0 right now	Med to High	1,2,3	#60 #64	12.A.4. 12.A.1.
	<b>(V)</b> Increase knowledge of HRC members and the public on human rights issues. ---Bring in the MN Department of Human Rights (MDHR) early in the year to update HRC. ---Invite other HRCs to share their work and insights. ---Include educational materials with each regular meeting from organizations like the MDHR and HUD to keep HRC members up to date on human rights issues.	2023 & Ongoing	0	Med	2	#59	12.D.1.