

# Human Rights Commission

## 2021 Strategic Plan

### **Introduction:**

The Human Rights Commission was established by the Chaska City Council in 2000. Twenty years later, a lot has been learned and the community has grown and changed. Both the Chaska City Council and Chaska Human Rights Commission agree with the importance of taking time to acknowledge the success of the Human Rights Commission and to identify how to grow the Commission's ability to serve the community for the next twenty years.

The Chaska City Council identified several key vision statements looking towards the year 2025 at its retreat in 2019. One of the identified statements is:

*In 2025 Chaska is a welcoming, respectful, engaging, and inclusive community.*

A strategic direction identified by the plan to move this vision forward is to "Celebrate Diversity." The Council also identified several implementation steps to move the vision and strategic direction forward. Among the implementation steps listed is, "redefine the Human Rights Commission," and, "expand participation in the Human Rights Commission."

The following Strategic Plan for the Chaska Human Rights Commission reflects a joint effort including the Chaska City Council, Chaska Human Rights Commission, and City Staff. This Strategic Plan for the Human Rights Commission reflects implementation of the City Council's goals and is a direct outcome of a process initiated by a Joint Work Session between the City Council and Human Rights Commission on August 27, 2020.

Following the Joint Work Session, the Human Rights Commission formed a Strategic Planning Subcommittee that worked with City Staff in the Administration, Parks & Recreation, and Police Departments to develop a draft plan. The draft plan was reviewed by the Human Rights Commission and refined by the Subcommittee to develop a final plan. The process culminated in approval by the Human Rights Commission on October 22, 2020 and by the City Council on [INSERT DATE].

### **Purpose:**

This Strategic Plan of the Human Rights Commission sets key roles, goals, and implementation strategies to guide the Human Rights Commission's work over the next 2 to 3 years. With City Council and Human Rights Commission approval supporting the document, it serves to ensure both groups agree with the direction of the Human Rights Commission and how it intends to serve the community. Both the City Council and Human Rights Commission acknowledge that the previously stated vision is an ongoing effort, and both groups understand the need to continually review and update this document. The Strategic Plan should be viewed as an aspirational living and breathing document that will best serve the community with ongoing attention and maintenance.

## **Strategic Goals and Implementation:**

The Human Rights Commission (HRC) will serve the community by advancing the following key goals. Each goal is followed by implementation steps to guide the HRC's work in 2021. While the goals are longer-term, high-level and will require ongoing effort into the future, the implementation steps provide more concrete direction to advance those goals.

1. Proactively partner and engage with community members and groups.
  - a. Implementation:
    - i. Seek boards, work groups, and volunteer opportunities to participate in as HRC members.
    - ii. Represent the HRC on project specific City task forces.
    - iii. Support community members and groups in implementing programs that align with HRC's and Council's vision.
    - iv. Invite community members and groups to HRC meetings to share their stories and service opportunities.
2. Advise Staff and Council
  - a. Implementation:
    - i. Identify best methods to directly communicate with the City Council.
    - ii. Review Ordinance 2.24.090, Purpose and Duties of the Human Rights Commission, to ensure alignment with current expectations and strategic objectives and recommend updates to the City Council.
    - iii. Provide guidance to staff for the Chaska Cares initiative.
    - iv. Advise staff to incorporate diversity into existing and new community celebrations and programs.
    - v. Advise staff on best practices to reach a diverse audience for official communications.
3. Community Engagement and Education
  - a. Implementation:
    - i. Improve the HRC webpage:
      1. Include a photo of HRC members.
      2. Provide references to resources.
      3. Improved lines of communication.
    - ii. Increase visibility of the HRC through all forms of media.
    - iii. Develop and host programs to celebrate cultural holidays/months and promote community focused goodwill.
4. Continue ongoing core efforts
  - a. Implementation
    - i. MLK Breakfast
    - ii. River City Days Booth
    - iii. Annual Human Rights Award