

Robbinsdale Human Rights Commission Strategic Plan for 2023-24

On Feb. 2, 2023, the HRC met for a strategic planning meeting to discuss and decide our goals for 2023-24. We decided it made sense to aim to do full strategic planning every two years, with a check in on progress at the end of the first year.

Question: What are the top three things for the HRC to accomplish over the next two years?

Answer: In 2023-24, the HRC wishes to:

- 1) Advance equity**
- 2) Strengthen collaborative synergy with other city entities**
- 3) Increase outreach and education about HRC issues**

The Process

In 2021, the group reviewed the HRC list of goals and topics from 2018. We discussed that our core goals seem to still apply, but we want them to be informed by community feedback. These principles still apply. Those core goals are:

1. Promote awareness and understanding of human rights across our community.
2. Increase access to the Commission.
3. Strengthen the Commission's relationship with the city administration.
4. Increase the Commission's capacity to promote awareness and understanding of human rights issues.

We reviewed the activities that the HRC planned or participated in during 2022 and reflected on those activities, what we thought went well, and what felt unfinished. We then went on to brainstorm ideas for activities that we wanted the HRC to focus on for 2023-24.

We clustered the ideas, first pairing ideas, and the putting ideas into larger clusters based on the group's collective wisdom on how the ideas related to each other. We then gave each cluster a name. Through this process, our ideas came together in three clusters, as listed below:

1. **Advance equity** (with a specific focus on racial equity, housing equity, and reproductive equity)
 - Training on interrupting racism for HRC and other city staff/leadership/volunteers
 - Finalize health equity plan
 - Limit traffic stops
 - Remove racist place names and rename public spaces in Robbinsdale
 - Do something to honor the Philando Castille family (park rename?)
 - Protections for the women's clinic
 - Establish a renters' commission
 - Create an energy plan for renters
 - Provide rent stabilization
 - Prevent homelessness
 - Support affordable housing
 - Repeal the entire crime-free housing ordinance
 - Ensure safe, humane living conditions for all

2. **Strengthen collaborative synergy with other city entities** (making the HRC more visible, making the city website more accessible, fostering stronger connections across city entities, help City apply an HRC lens to all of its work)

- Share HRC accomplishments (news, social media)
- Design a better city HRC page (e.g., that shares our achievements and info about projects)
- Create a page on the city website where people can send in complaints
- Improve website navigation
- Assist with greater transparency for the Robbinsdale Police Department with the public
- Share in learning with other city commissions, staff and leadership to promote efficiency
- Continue the process of outreach and partnership discussions with other commissions
- Collaborate with parks and rec commission on city events
- Increase communications with city manager—ask questions
- Connect with city council members—ask questions
- Get to know city administration
- Support resolutions relating to HRC issues
- Support anti-displacement policies to avoid gentrification with light rail, other new development
- Review city policies and laws with an anti-racist and HRC lens
- Identify and overturn racist laws

3) **Increase outreach and education about HRC issues** (specifically, focusing on using a DEI lens for recruitment and retention of HRC members; community education about HRC issues; and supporting the city to do more education/awareness raising on HRC related issues)

- Recruit and retain members to attain a diverse HRC who represents more/all of the different communities in Robbinsdale—use a diversity, equity and inclusion focus
- Add a youth member or two
- Sponsor or participate in events, and specifically at city events
- Provide education about HRC issues at community events
- Carry out educational events with partners
- Carry out activities to educate students about HRC issues
- Increase collaboration with local health systems
- Support the city in recognizing heritage months and celebrations
- Provide more educational resources about racist restrictive covenants on property deeds in Robbinsdale
- Maximize use of city resources to support communications—assess what is there
- Provide education about equity issues related to the light rail/Blue Line development
- Talk to the people we know about HRC issues

The Outcome

For each of the three goals, the group then discussed what should be the immediate next steps:

1. Advance equity

- Schedule meeting for the Racism Is a Public Health Crisis subcommittee
- Begin researching history on names of public places
- Share research about police reports on renters related to city nuisance laws
- Meet with Council Member Wagner
- Prioritize and plan

2. Strengthen collaborative synergy with other city entities

- Identify and connect with current website administrator for the city
- Develop a plan for connecting with other city entities and staff

3. Increase outreach and education about HRC issues

- Come to the 2/16 subcommittee meeting to plan a joint event with the Robbinsdale Historical Society
- Identify events that the HRC should participate in
- Develop an HRC member recruitment plan