



**To:** HRRC

**Agenda Item #:** VI.B.

**From:** Annie Coyle  
Staff Liaison

**Action**   
**Discussion**   
**Information**

**Date:** November 26, 2013

**Subject:** Review 2014 Work Plan

**Action Requested:**  
**None.**

**Information / Background:**

The City Council is in the process of approving the 2014 Work Plan. This is an opportunity for the HRRC to discuss 2014 initiatives and work.

**Attachment:**

2014 Work Plan, 2013 Work Plan by Month and by Topic



## Human Rights and Relations Commission (HRRC) 2014 Annual Work Plan

Complete each section with a white background. Add or delete tables as needed. Return to the Assistant City Manager by September 24.

2014 New Initiative	Target Completion Date	Budget Required	Staff Support Required	Council Approval
Anti-bullying event and/or education – Edina Reads	By 2 <sup>nd</sup> Quarter 2014	\$800	Video, publicity and communications.	
<b>Progress Report:</b>				

2014 New Initiative	Target Completion Date	Budget Required	Staff Support Required	Council Approval
<p>Community Outreach- Developing cross organizational partnerships to gain an understanding of community needs related to census demographic changes.</p> <p>Conduct Community Listening Sessions</p> <p>Reach out to those that live and work in Edina, including Somali, Hispanic, African-American, and South Asian populations.</p> <p>Potential Partners- Edina Resource Center, Edina Police, Somali and Asian Community leaders.</p>	9/30/14	\$500	Admin support and communication.	
<b>Progress Report:</b>				

2014 New Initiative	Target Completion Date	Budget Required	Staff Support Required	Council Approval
Disability Awareness Campaign	October 2014	\$300		
<b>Progress Report:</b>				

2014 New Initiative	Target Completion Date	Budget Required	Staff Support Required	Council Approval
Plan an activity for Days of Remembrance Potential Separate Genocide Awareness Event	April 2014 to coincide with the national celebration of Yom Hashoah	\$1500	Video, publicity and communications.	
<b>Progress Report:</b>				

2014 New Initiative	Target Completion Date	Budget Required	Staff Support Required	Council Approval
Immigration Reform	On-going	n/a		
<b>Progress Report:</b>				

Ongoing Responsibilities
Update Bias/Hate Crimes Response Plan – August of each year
Days of Remembrance - April or May, to coincide with the national celebration of Yom Hashoah
Tom Oye Award – Jan 1 About Town deadline is October 18 <sup>th</sup> . Select in March of each year.

Other Work Plan Ideas Considered for Current Year or Future Years

<b>Proposed Month for Joint Work Session:</b>	May
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<b>Staff Comments:</b>	
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<b>Council Comments:</b>	
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## 2013 Work Plan Topics by Month

<b>January</b>	<ul style="list-style-type: none"><li>• Assess 2012 Commission Work</li><li>• Adopt Final 2013 Work Plan</li><li>• Appoint leaders for each Commission initiative</li><li>• Present Tom Oye Award Nominations</li><li>• Present Chair and Vice Chair Nominees</li></ul>
<b>February</b>	<ul style="list-style-type: none"><li>• Select recipient of the Tom Oye Award</li><li>• Elect Officers</li><li>• Review 2013 draft work plans from each team</li></ul>
<b>March</b>	<ul style="list-style-type: none"><li>• Updates from teams</li><li>• DOMA Update</li></ul>
<b>April</b>	<ul style="list-style-type: none"><li>• Edina Volunteer Recognition Reception/Tom Oye Award</li><li>• Updates from teams</li><li>• Days of Remembrance</li><li>• Edina Reads April 22</li><li>• Domestic Partner Legislation Review</li></ul>
<b>May</b>	<ul style="list-style-type: none"><li>• Complete update of Bias/Hate Crimes response plan</li><li>• Strategic review of initiatives</li><li>• Updates from teams</li><li>• Annual meeting of boards and commissions with the City Council</li></ul>
<b>June</b>	<ul style="list-style-type: none"><li>• Updates from teams</li></ul>
<b>July</b>	<ul style="list-style-type: none"><li>• Updates from teams</li></ul>
<b>August</b>	<ul style="list-style-type: none"><li>• Review preliminary Work Plan for 2014</li></ul>
<b>September</b>	<ul style="list-style-type: none"><li>• Finalize 2014 Work Plan to submit to Council for Oct. 1<sup>st</sup> work session</li><li>• Updates from teams</li><li>• Adjust work plan for balance of 2013, as necessary</li><li>• Draft plan and presentation for annual televised meeting</li></ul>
<b>October</b>	<ul style="list-style-type: none"><li>• Finalize plan and presentation for annual televised meeting</li><li>• Prepare process for the Tom Oye Award for 2014</li><li>• Focus on the initiatives and discuss evident/emerging issues in the community</li><li>• Update from teams</li></ul>
<b>November</b>	<ul style="list-style-type: none"><li>• Appoint nominating committee</li><li>• Update from teams</li><li>• Final planning for 2014 – goals, teams, initiatives, etc.</li></ul>
<b>December</b>	<ul style="list-style-type: none"><li>• Cancelled</li></ul>

## 2013 HRRC Work Plan Status by Topic

Work Plan Item	Commissioners Assigned	Current Status	Next Action and Due Date	
Monitoring Domestic Partner Legislation and the City Ordinance.	Stanton	ON-HOLD	As of August 1, 2013 same-sex marriage will be legal in Minnesota. A supreme court decision on both DOMA and Prop 8 was announced.	November
Update Bias/Hate Crimes Response Plan	Winnick, Cashmore	IN-PROGRESS	Bigbee and Seidman met with Assistant Manger Kurt and Lt. Nibbe regarding Bias/Hate Response Plan. They will provide an update on department meetings in January.	January
Community Outreach Efforts (Including Community Listening Sessions.)	Cashmore (Chair) and Davis	IN-PROGRESS	Appointments for the working group have been made. Cashmore and Davis are scheduling meetings and developing workplan.	November
Quasiquicentennial	Lagerstrom (Chair)	IN-PROGRESS	Lagerstrom has ordered the display timeline and it will be donated to the Historical Society after the event.	November
Tom Oye Award	Winnick and Seidman	Completed	The Commission selected the 2013 recipient for the Tom Oye Award, the award will be presented on April 30 at the Volunteer Recognition Event.	
Days of Remembrance 2013	Cashmore	Completed	Days of Remembrance for 2013 will be completed on April 30, 2013.  Commissioner Cashmore will work with Commissioner Kingston to finish up the 2013 arrangements.	
Domestic Violence	Newell	Removed from Work Plan pending council approval	Commissioner Newell will arrange for professors from Hamline to come speak to the Commission in April.	
Anti-bullying Event and Education- Edina Reads	Bigbee and Stang	Completed	The Edina Reads event was be completed on April 22, 2013.	