

Chelsea Human Rights Commission

Annual Plan

February 1, 2021 – January 31, 2022

Commissioners: Susan Morrel-Samuels, Chair; Eric Stricklin, Vice Chair; Debbie Osborne, Secretary; Joanne Ladio, Commissioner

Council Liaison: Tony Iannelli

The Chelsea Human Rights Commission (HRC) was established in 2017 subsequent to the adoption of the City's Non-Discrimination Ordinance (Chelsea MI Code of Ordinances, Chapter 33). In 2019, the activities of the HRC were curtailed due to the restrictions required to contain the COVID19 virus. Nevertheless, we completed our review of City policies, participated in on-line trainings, co-sponsored a Community Read Against Racism with the Chelsea District Library and Serendipity Books, and participated in the 2020 Martin Luther King Jr. Day Celebration with One World One Family (see HRC 2020 Annual Report).

As we look forward to our fourth year of operation, we submit the following plan to City Council for approval, realizing that the timing and format of our activities will need to be adapted, depending on evolving state and local guidelines, as the virus is contained.

Internal Activities

1. Members of the HRC will hold an open work session to review and discuss the mission, vision and values that guide our work moving forward. This meeting will also serve to orient the new HRC member when that person is chosen.
Timeline: February - March 2021
2. We will review the current HRC By-Laws and submit any proposed amendments to the City Council for approval.
Timeline: March – April 2021
3. We will continue to communicate with Human Rights Commissions in other localities to share information and resources.
Timeline: Ongoing
4. HRC members will further study examples of how equity principles may be incorporated in future city programs and activities.
Timeline: Ongoing

External Activities

1. The HRC proposes that the Michigan Department of Civil Rights (MDCR) be engaged to provide Diversity, Equity and Inclusion Implicit Bias Training for members of the Commission, City Council, members of other City Boards and Commissions, and representatives from organizations in Chelsea as space permits. The HRC will continue to locate, identify, and recommend training vehicles for City Government, community organizations and residents in the areas of racism, bullying, and community diversity.
Timeline: Summer 2021
2. The HRC will co-host a second Community Read Against Racism focusing on books chosen by the participating organizations, including selections appropriate for young adult readers.
Timeline: September/October 2021
Potential Partners: Serendipity Books, Chelsea District Library, Chelsea School District
3. Members of the HRC will participate in planning and carrying out community-wide Martin Luther King Day educational program in collaboration with other community organizations.
Timeline: December 2021/January 2022
Potential Partners: One World One Family; Chelsea District Library; and/or other groups
4. As conditions permit, the HRC will take advantage of opportunities to raise awareness of functions and activities of the Commission by participating in community events such as the Chelsea Expo and summer festivals.
Timeline: Ongoing
5. The HRC will explore the feasibility of hosting a Civility Week program to encourage civil dialogue and consensus building, possibly in connection with the Community Read.
Timeline: Fall 2021
Potential Partners: Chelsea Forum, Service Clubs, Area Congregations