

Chelsea Human Rights Commission

Annual Plan

February 1, 2022 – January 31, 2023

Commissioners: Susan Morrel-Samuels, Chair; Brenda Donaldson, Vice-Chair; Debbie Osborne, Secretary; Joanne Ladio, Commissioner, Sudha Myers, Commissioner

Council Liaison: Tony Ianelli

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). Highlights of the 2021 year include the following: The HRC revised its bylaws, organized a virtual training by the Michigan Department for Civil Rights for City Council, City employees and members of Boards and Commissions, presented a panel of community leaders and coordinated with multiple community organizations on a roster of activities for Civility Month, and helped to organize several Martin Luther King Jr. Day events (see HRC 2021 Annual Report).

We are pleased to submit the following 2022-2023 plan to City Council for approval.

Internal Activities

1. Hold a work session to orient new members and discuss challenges and opportunities for the Human Rights Commission in the coming year.
(Timeline: February – March 2022)
2. Study enabling ordinances for HRCs from other localities. Review Chelsea's Non-Discrimination Ordinance and formulate recommendations to City Council about possible revisions to facilitate the effective functioning of the Commission.
(Timeline: March – June 2022)
3. In conjunction with City Council, discuss ways in which the Commission might contribute to strengthening police/community relations and communications.
(Timeline: Ongoing)
4. In partnership with City Council and City staff, complete an organizational systems review (for example the MDCR Organizational Diversity, Equity, and Inclusion Assessment Tool) to assess the City's current practices and policies concerning diversity, equity, and inclusion, as recommended in the Michigan Department of Civil Rights final report on the May 2021 training.
(Timeline: June – December 2022)

External Activities

1. Continue to identify and recommend training resources for community members, City staff and officials on topics such as civility, bullying, racism, and implicit bias.
2. Continue to communicate with Human Rights Commissions and related organizations in other localities to share information and resources.
(Timeline: Ongoing)
3. Take advantage of opportunities to raise awareness of the functions and activities of the Commission by participating in community events such as the Chelsea Expo, Farmers Markets and summer festivals. Provide presentations to local organizations, as requested, on the work of the HRC.
(Timeline: Ongoing)
4. Provide educational programming concerning refugee resettlement and the cultural and practical challenges it poses for refugees and host communities.
(Timeline: November 2022)
5. Members of the HRC will participate in planning and carrying out a community-wide Martin Luther King Day celebration in collaboration with other community organizations.
Timeline: December 2022/January 2023