

STRATEGIC VISION for MOA | HRC 2022-2024  
Human Relations Commission – Mniluzahan Okolakiciyapi Ambassadors  
October 2021

**Introduction**

To support the mission and vision of the Human Relations Commission – Mniluzahan Okolakiciyapi Ambassadors (HRC-MOA), HRC has developed this strategic vision as a roadmap for the HRC-MOA, the City of Rapid City, and the community at large.

***Mission Statement:*** Our mission is to BEAM:

- Build Bridges between and within our community
- Educate ourselves and others
- Advocate for greater understanding, positive dialogue and empathy in the Community
- Model respectful behaviors, civil discourse and peaceful and positive resolution of differences between people of different cultures and backgrounds

***Values Statement:*** HRC-MOA's shared values define who we are and guide our actions. The values are the foundation for our vision and mission, upon which our goals and objectives are developed and implemented. Our values are: community, diversity, equity, generosity, inclusiveness, mutual respect, relationships, and understanding.

***Vision Statement:*** HRC-MOA will create a community that is safe, culturally aware, inclusive, and that respects all people, of all races and backgrounds.

**Goal A: BUILD AND MAINTAIN THE ORGANIZATION (PUBLIC-PRIVATE PARTNERSHIP)**

*HRC-MOA brings together diverse efforts to address racism in our community from a holistic point-of-view and enforcement of applicable laws.*

**Objective 1: Maintain and operate a professionally and effective partnership between the City of Rapid City and MOA.**

- A. Seek out relevant training for the Commissioners
- B. Conduct an annual review of governance structure
- C. Present a bi-annually report to the Mayor and Common Council
- D. Measure effectiveness and change

**Objective 2: Raise funds to effectively promote and enhance the Vision, Mission, and Values of the partnership.**

- A. Set annual fundraising goals to coincide with City budget planning process that are aligned with our strategic plan
- B. Create a fundraising/donor relationship plan
- C. Utilize HRC-MOA Coordinator, MOA Executive Director, and commission members to execute fundraising plan

**Objective 3: Create an inclusive alliance that includes broad community participation that encourages civic discourse, human rights, and resource development.**

- A. Create networking relationships as a bridge between citizens, businesses, non-profits, and local government
- B. Schedule and host quarterly networking gatherings
- C. Develop and share resources
- D. Maintain a database of alliance

**Objective 4: Form permanent and ad-hoc committees, as needed, in support of the partnership's mission. The committees should meet regularly and report monthly to the HRC.**

- A. Fundraising/ finance committee (provides oversight of the budget, income, and revenue as well as creating and executing fundraising plan)
- B. Complaint Committee (provides oversight of the complaint process, intakes and evaluation)
- C. Outreach committee (leads effective marketing, messaging, and outreach to the community)
- D. Events committee (provides oversight and execution of HRC-MOA sponsored events)

**Objective 5: Become the model public-private partnerships in the region and build the capabilities and reputation of the HRC-MOA.**

## **Goal B: BRIDGE CULTURES**

*In every facet of life in Rapid City, seek to learn, understand, and promote equal opportunity for every person of every culture to thrive.*

### **Objective 1: Increase the awareness, understanding, and importance of cultural differences and reach out to include all of Rapid City.**

- A. Develop a media /press strategy to increase and support information sharing with the community and beyond, including the use of PSAs to share our mission and vision
- B. Create a citywide calendar that celebrates the diversity of our community and increase community engagement such as:
  - a. The Pow Wow/LNI
  - b. Cross cultural events
- C. Create and sponsor learning opportunities for the community such as:
  - a. Quarterly Learning Forums
  - b. Cultural proficiency training for businesses

### **Objective 2: Continue to build relationships with other intergovernmental and non-governmental agencies which have a vision or mission compatible with the HRC-MOA partnership.**

- A. Develop an expanding cohort of agencies through invitation to gather and connect
- B. Broaden the scope through quarterly networking meetings
- C. Invite other agencies to partner on 1-2 significant projects per year
- D. Meet with state and tribal leaders to build relationships and promote community goals

### **Objective 3: Actively pursue and promote efforts to develop relationship between peoples of different backgrounds, races, and cultures to bridge the divides and differences that separate us.**

- A. Host community roundtables that help create safe spaces to engage in honest, authentic, and respectful conversations across our differences
- B. Expand the cohort of MOA Ambassadors through quarterly networking meetings
- C. Invitation to Ambassadors to participate in one project per year

### **Goal C: EDUCATE OURSELVES AND OTHERS**

*Improve and increase education and training opportunities to enhance cross-cultural competency and awareness for ourselves, the HRC-MOA as a body, and members of the community. .... Identify areas of inequity, unfairness, and trauma and bring people together*

**Objective 1: Host two (minimum) community learning forums annually under the umbrella of “The more YOU know, the better WE do.”**

- A. Increase diverse participation in topic selection, delivery, and evaluation
- B. Solicit community input on forum topics through survey methodology
- C. Include youth voices in both decisions making and execution
- D. HRC will brainstorm bi-annually a list of topics and chose four for the year

**Objective 2: Actively collaborate with public and private schools to promote and educate on the Vision, Mission, Values and Goals of MOA/HRC.**

- A. Develop curriculum to present to schools, school parent groups or PTA
- B. Promote inclusion of people with disabilities, those in poverty, elderly, and youth
- C. Create training/presentations to educate our school partners
- D. Create an education liaison for the HRC to ask to be seated on the school board (ex-officio) for input and accountability

**Objective 3: Provide and present educational content on issues of racial injustice, the indigenous people’s culture, custom and history, and issues and ideas on meaningful ways to promote healing and reconciliation.**

- A. Collaborate and partner with Indigenous community
- B. Solicit input from community to select topics
- C. Utilize diverse contents and venues

## **GOAL D: ADVOCATE**

*Promote, foster, and facilitate healing, reconciliation, and relationships between the white community and indigenous people and groups who have encountered historical trauma and injustice.*

**Objective 1: Advocate on the importance of cultural diversity, relationships, and civil and respectful dialogue to resolve differences and make the Community better.**

- A. Encourage the use of the complaint process. The Complaint process steps are:
  - a. Contact HRC/MOA Office
  - b. Coordinator will utilize screening tool to verify that the complaint is within HRC's jurisdiction
  - c. Working with City Attorney's Office and MOA Director bring sides together to mediate complaint
  - d. Follow-up /Communicate
  - e. When necessary, refer complaint to State of SD or Civil Rights Commission
- B. Promotes outreach to organizations individuals close to the issues (Sioux Addition, Maplewood townhouses, Camp Mniluzahan, RAI, Lakota Homes)

**Objective 2: Actively promote meaningful economic opportunity and inclusion for communities and peoples have suffered from exclusion and disparity.**

- A. Work with Lakota leaders, Elevate Rapid City, and schools to promote access to well-paying jobs and educational pathway

## **Goal E: MODEL RESPECTFUL BEHAVIORS | MEDIATE COMPLAINTS**

*Practicing what we preach by displaying civility, showing kindness, respect and generosity toward others as acceptable behavior.*

**Objective 1: The commissioners and coordinator will actively participate in a way that effectively models civil discourse, the peaceful resolution of differences, the acceptance of the importance of history, and demonstrate respect and understanding of all peoples of diverse races, views and backgrounds.**

### **HRC-MOA will:**

- A. Help educate businesses on cultural competency
- B. Recognize organizations/individuals committed to this body of work (i.e., Tom Johnson)
- C. Show up in places of misunderstanding and miscommunication as advocates of BEAM
- D. Speak out in time of conflict in favor of peaceful discussions
- E. Walk-the-Walk (i.e., do our part to consistently model respectful behavior and cultural respect)

**Objective 2: The commissioners and the coordinator will host disputes and act as a third party in an attempt to help settle disagreements that come through the complaint process. They will do this by using a variety of listening and communication practices.**