



# CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING AGENDA

Wednesday, February 28, 2024  
4:00 PM

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## ***MISSION STATEMENT***

*The Mission of the Grand Rapids Human Rights Commission is to promote a community of harmony and respect for the rights and dignity of all.*

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**CALL TO ORDER:** Pursuant to due notice and call thereof, the Human Rights Commission will hold a regular meeting on Wednesday, February 28, 2024 at 4:00 PM in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

**ROLL CALL:**

**PUBLIC INPUT** (if anyone wishes to address the Commission):

**SETTING THE AGENDA:** (This is an opportunity to approve the regular agenda as presented or add/delete an Agenda item by a majority vote of the Commission members present.)

**PRESENTATION:**

**APPROVE MINUTES:**

- [1.](#) Approve January 31, 2024 Minutes

**FINANCIALS:** No Changes

**BUSINESS:**

2. Introduction of New City Representative
3. Election of Officers
4. Revisit Work Groups
- [5.](#) 2024 Work Plan Finalization
- [6.](#) City Government Academy

**UPDATES:**

- [7.](#) Onboarding & Training
- [8.](#) Work Group Updates
  - A) Community Event Work Group; Joselyn, Lussier and Gunderman

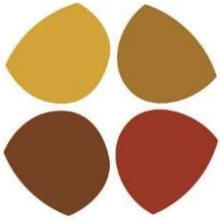
- B) Data and Demographics; Erickson, Krumpotich and Blomquist
- C) Programming and Presentations; Joselyn, Krumpotich and Erickson

9. Banner Placement Update

CALLS/COMPLAINTS/INQUIRIES:

SET AGENDA FOR NEXT MEETING:

ADJOURN:



# CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING MINUTES

Wednesday, January 31, 2024  
4:00 PM

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### *MISSION STATEMENT*

*The Mission of the Grand Rapids Human Rights Commission is to promote a community of harmony and respect for the rights and dignity of all.*

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The Human Rights Commission meeting was called to order by Vice Chair Erickson at 4:04pm.

#### ROLL CALL:

#### PRESENT

- Commissioner Angella Erickson
- Commissioner Doug Learmont
- Commissioner Tasha Connelly
- Commissioner Amanda Lussier
- Commissioner Amy Blomquist
- Commissioner Ronald Grossman

#### ABSENT

- Commissioner Bernadine Joselyn
- Commissioner Edward Krumpotich
- Commissioner Joan Gunderman
- City Liaison, Human Resource Officer Chery Pierzina

#### PUBLIC INPUT (if anyone wishes to address the Commission):

None.

SETTING THE AGENDA: (This is an opportunity to approve the regular agenda as presented or add/delete an Agenda item by a majority vote of the Commission members present.)

**Motion made by Commissioner Blomquist, Seconded by Commissioner Learmont to add Agenda Item #6A MN Department of Human Rights Discussion to the Agenda. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Connelly, Commissioner Lussier, Commissioner Blomquist and Commissioner Grossman.**

#### PRESENTATION:

None.

#### APPROVE MINUTES:

1. Approve December 27, 2023 Minutes

**Motion made by Commissioner Blomquist, Seconded by Commissioner Learmont to approve the December 27, 2023 Minutes with the roll call correction. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Connelly, Commissioner Lussier, Commissioner Blomquist and Commissioner Grossman.**

#### FINANCIALS:

2. Approve January 2024 Financials - No Change

There was no change to the Financials and the Budget for 2024 has been updated to \$7,500.

#### BUSINESS:

3. Election of Officers

This item was tabled until next meeting as three Commissioners were absent.

4. Revisit Work Groups

Discussion on the Work Groups; their structure, direction and subjects, providing the best benefit to the city, collaborating with city staff regarding any issues and categorizing their responsibilities. A new column could also be added to the Work Plan for the Work Group events for partnering on projects for the future.

Upcoming Events for the Work Groups to begin working on; Juneteenth (flags up), Pride Event and Indigenous People's Day.

5. 2024 Workplan Review

Commissioners discussed items such as onboarding and training. New Commissioners receive as part of their Onboarding Packet, such items as the Open Meeting Law and the Bi-Laws. The Commission should check with the City Clerk to see what the New Commissioners receive after their appointment to make sure they receive the information that they need.

The Commission requested that the Recorder find and then email the Training Opportunities hand-out from last year to the Commissioners and include it in the next meeting.

6. Banner

The Commission questioned if they could put up the Banners in City Hall or possibly the Library.

#### 6A. Minnesota Department of Human Rights

All Commissioners should register to receive emails from them in the event that something pertains to this Commission. Also important to see what they are currently working on.

UPDATES:

7. Work Groups

- A) Community Event Work Group; Joselyn, Lussier and Gunderman
- B) Data and Demographics; Erickson, Krumpotich and Blomquist
- C) Programming and Presentations; Joselyn, Krumpotich and Erickson

At this time, there is no input from the Work Groups. It was suggested that the Vice Chair request that each work group bring something to the next meeting for discussion.

Commissioner Connelly stated that there are three Commissioners who's terms are done and the City Clerk will get in touch with them regarding reappointment.

CALLS/COMPLAINTS/INQUIRIES:

None.

SET AGENDA FOR NEXT MEETING:

BUSINESS:

- 3. Introduction of New City Representative as Mayor Connelly will be leaving the Human Rights Commission while she is Mayor.
- 4. Election of Officers
- 5. Revisit Work Groups
- 6. 2024 Work Plan

UPDATES:

- 7. Onboarding & Training
- 8. Work Groups

ADJOURN:

**Motion made by Commissioner Blomquist to adjourn, Seconded by Commissioner Lussier. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Connelly, Commissioner Lussier, Commissioner Blomquist and Commissioner Grossman.**

Respectfully submitted by  
Cynthia Lyman



## Grand Rapids Human Rights Commission Calendar Year 2024 Work Plan

Prepared in accordance with Commission By-laws, Article 10

2024 QUARTER	GOAL OR ACTIVITY (refer to goal or activity description page for more detail)	ORDINANCE	ACTION TAKEN	EST. COST (See Notes)	ACTUAL
<b>Q1 Jan – March</b>  <i>Possible events/ recognitions: International Women’s Day – Black History Month -</i>	<b>Marketing &amp; Awareness</b> - Press Release - Banner purchase			\$600	
	<b>Creation of New Commissioner Onboarding Process</b> -Programming & Presentations workgroup to define and develop specific training materials or personnel for new and existing Commissioners -Reports at commission meetings to improve knowledge about commission duties, human rights issues, and human rights concerns			\$100	
	<b>Training and Collaboration</b> Provide at least one (1) of each following area to support growth, development, and collaboration: - Onboarding topic - Presentation + Q&A - Current event or “hot topic” item for presentation and discussion - Protected class topic or event - Connect with other commission / department within City			-	
	<b>Collaboration Opportunities for 2024—2025</b>			-	

	<p>Intentional discussion around areas for connecting and collaborating with other organizations, entities, businesses, Commissions, and Departments.</p> <p>Initial suggestions include:</p> <ul style="list-style-type: none"> <li>- International Women’s Day (March)</li> <li>- Mental Health / NAMI</li> <li>- Homelessness</li> </ul>				
	<b>Development of Juneteenth &amp; Pride Event Task Forces</b>				
	<b>Quarter Total</b>				\$700
<b>Q2 April – June</b>	<p><b>Training and Collaboration</b></p> <p>Provide at least one (1) of each following area to support growth, development, and collaboration:</p> <ul style="list-style-type: none"> <li>- Onboarding topic</li> <li>- Presentation + Q&amp;A</li> <li>- Current event or “hot topic” item for presentation and discussion</li> <li>- Protected class topic or event</li> <li>- Connect with other commission / department within City</li> </ul>	City code Division 6 Commission Bylaws			\$100
<i>Possible events/ recognitions: Stomp the Stigma – Mental Health Awareness Month – Asian Pacific Islander Heritage Month – LGBTQ+ Pride Month</i>	<p><b>Development of Indigenous People’s Day Event Task Force</b></p> <p>Reminder work group should meet with prior to school summer break and begin conversation on support needed</p>				-
	<p><b>Support Juneteenth Day Event</b></p> <ul style="list-style-type: none"> <li>-Recognize <i>Freedom Day</i>, including human rights, civil rights, and freedom of discrimination in our community by assisting in public awareness and celebration events</li> <li>-Banner request to city!</li> </ul>	Sec. 2-303(3)			\$2,000
	<p><b>Support Pride Day Event/s Awareness</b></p> <ul style="list-style-type: none"> <li>- Look for opportunities to be involved in and/or support community events, outreach, or publication</li> </ul>				\$1,000
	<b>Quarter Total</b>				\$3,100

<b>Q3 July – Sept</b>  <i>Possible events/recognitions:</i> ADA / Disability Pride month – Hispanic Heritage Month	<b>Training and Collaboration</b> Provide at least one (1) of each following area to support growth, development, and collaboration: <ul style="list-style-type: none"> <li>- Onboarding topic</li> <li>- Presentation + Q&amp;A</li> <li>- Current event or “hot topic” item for presentation and discussion</li> <li>- Protected class topic or event</li> <li>- Connect with other commission / department within City</li> </ul>	City code Division 6 Commission Bylaws, including Article Ten		\$100	
	<b>Collaboration Opportunities with City / Community</b> <ul style="list-style-type: none"> <li>- Community Connect</li> <li>- Fair booth</li> <li>- Tall Timber Days</li> <li>- Neighborhood Block Party</li> </ul>				
	<b>Marketing &amp; Awareness</b> - Press Release				
	<b>2024 Work Plan Review – DUE JULY</b>				
<b>Quarter Total</b>				\$100	
<b>Q4 Oct – Dec</b>  <i>Possible events/recognitions:</i> (Nov) Native American Heritage Month – International Day of Persons with Disabilities – Human Rights Day	<b>Training and Collaboration</b> Provide at least one (1) of each following area to support growth, development, and collaboration: <ul style="list-style-type: none"> <li>- Onboarding topic</li> <li>- Presentation + Q&amp;A</li> <li>- Current event or “hot topic” item for presentation and discussion</li> <li>- Protected class topic or event</li> <li>- Connect with other commission / department within City</li> </ul>	City code Division 6 Commission Bylaws, including Article Ten		\$100	0
	<b>Indigenous People’s Day</b> Cosponsor activities or publications to further human rights purposes with regard to indigenous people in the city -Don’t forget banner request to City!	Sec. 2-303(1, 3) Article(10)(3, 5)	Event scheduled for Mon 10/9	\$3,000	
	<b>2025 Planning &amp; Budgeting</b> - Include presentation to city council				
	<b>Human Rights Awareness Events - Human Rights Day (Dec 10)</b>	Sec. 2-301		\$500	



	<b>75<sup>th</sup> Anniversary</b> -Community Conversations -Possible tie to school collaboration -Possible speakers and presentations - Possible Event	Sec. 2-303(5)			
	<b>Quarter Total</b>			\$3,600	
	<b>2024 Commission Budget</b>	\$7,500			
	<b>Budgeted Expenditures</b>			\$7,500	
	<b>TOTAL ACTUAL EXPENDITURES</b>				

Notes:

- A. The time needed to organize and arrange the components for many activities will result in most listings involving more than one calendar quarter
- B. The estimated Cost column lists budgeted net cash costs to the City. It does not include contributions made to an activity by a collaborating partner nor an assumed value for donated time or resources by Human Rights commissioners, city administrative staff, or others.

### Summary Description of Goals and Activities

**Improve Human Rights Awareness**

City of Grand Rapids Rules, Division 6 Section 2-301 states that the Commission will take positive measures to disseminate the nondiscriminatory policies of the city with respect to all unfair discriminatory practices by conducting public information meetings. During 2022, the Commission will appoint a work group to develop a plan and conduct one or more activities to improve human rights awareness in the city. Consideration of ways to promote human rights awareness may include improvements to the Human Rights Commission page on the city’s website, updating or developing and distributing new brochures, literature, or pamphlets that create awareness and promote better understanding of human rights with city staff and the broader community, sponsoring speakers or informational and educational events or contests, and promoting Human Rights Day on December 10, 2022. The Commission will also identify other areas in which there is need for making citizens, businesses, organizations, city staff, and institutions aware of human rights concerns and requirements.

**New Commissioner On-boarding:**

Human Rights commissioner terms are for three years. Commissioner terms may be renewed with city council appointment, and normal turnover typically results in one to three new commissioners being appointed each year. To effectively fulfill their roles, commissioners should be knowledgeable about federal and state human rights laws, city ordinances regarding the human rights commission, and human rights commission bylaws. Newly appointed commissioners should also be aware of past actions and activities of the Grand Rapids Human Rights Commission as well as city council positions and needs related to human rights. The Commission intends to develop a plan and program that would inform newly appointed commissioners, as well as continuing commissioners, of their responsibilities, duties, city policies and relevant administrative procedures, and other aspects. This on-boarding process is to be discussed with a plan and materials developed during 2021 for implementation with newly-appointment commissioners.

**Commissioner Training and Education**

Actions or decisions by the Grand Rapids Human Rights Commission to provide freedom from discrimination requires knowledge about the types of prohibited discrimination and ways in which these types of discrimination may occur in employment, housing, real property, public accommodations, public services, education, and unfounded charges (City of Grand Rapids Rules, Division 6 Sec 2-301). The Commission plans to identify and act to identify and support commissioner training opportunities and activities in calendar year 2022. This may include approaches such as outside speakers, presentation or event sponsorship, community meetings, interviews, identifying and sharing of pertinent new articles or reports, and/or in other ways. Commissioner training and education would be an ongoing objective and activity.

**Support Juneteenth Day Event**

The Commission intends to recognize *Freedom Day*, June 19<sup>th</sup>, which includes recognizing freedoms in our nation and community including human rights, civil rights, and freedom of discrimination and creating public awareness of these rights through assisting street-side setting of street banners recognizing these freedoms, posting of United States flags, and co-issuing news media information.

**Gather and Evaluate Demographic Data**

The Grand Rapids Human Rights Commission strives to identify human rights issues of greatest concern in the city, and to develop and implement activities to make improvements in the areas of greatest concern. Achieving this goal requires demographic data about the city population. To gather such data the Commission desires to identify data needs and data sources, analyze the data, and from the data analysis develop plans for Commission activities in the community or recommend city policies to address, mitigate or alleviate those human rights concerns or issues. The Commission intends to review 2020 census data to inform changes in priorities, activities, and recommendations in the city.

**Review human rights educational opportunities with schools**

Schools in Grand Rapids contain their own sets of human rights concerns and opportunities. The Commission intends to explore and begin discussions with the schools in Grand Rapids to look into such possibilities as improving student experiences and understanding of diverse cultures possibly through programs such as pen pal programs with students in other countries, sponsoring an education Summit focused on human rights, or conducting a Human Rights Day event with local school. When an appropriate event is identified, the Commission expects to support such event.

**Indigenous People’s Day**

The Commission was an important factor in establishment of Indigenous People’s Day in Grand Rapids and has continued as a key factor in conducting and sponsoring the annual event as part of creating cultural awareness in the local community. This role is planned to continue in 2022, including establishing a Human Rights Commission Indigenous People’s Day committee to collaborate with other community groups to plan, identify a theme, organize, and conduct an Indigenous People’s Day program and activities.

**Human Rights Awareness Events - Human Rights Day (December 10)**

To improve awareness of human rights in the city, the Commission plans to discuss and review ways to improve awareness of human rights in the city. Committee work is expected to include approaches such as conducting community conversations, identifying ways to tie human rights awareness with the local schools, arranging and sponsoring topical speakers, and/or other means of fostering human rights awareness preferably in collaboration with other groups or entities.

**Notes:**

During the year, adjustments may be made to reflect changes in costs, changes in priorities, changes in format or delivery methods, or identification of human rights concerns that were not identified in compiling the preceding list but which the Commission feels need to be addressed. Examples include:

- a. Possible adjustments could occur due to identifying new or incidental human rights concerns related to protected groups and areas from the [Minnesota Human Rights](#) and other state statutes and regulations:

<b>Protected Classes</b>	<b>Protected Area</b>
<b>RACE</b>	Employment, housing, public accommodations, public services, education, credit, and business
<b>COLOR</b>	Employment, housing, public accommodations, public services, education, credit, and business
<b>CREED</b>	Employment, housing, public accommodations, public services, education, and credit
<b>RELIGION</b>	Employment, housing, public accommodations, public services, education, and credit

<b>NATIONAL ORIGIN</b>	Employment, housing, public accommodations, public services, education, credit, and business
<b>SEX</b>	Employment, housing, public accommodations, public services, education, credit, and business
<b>MARITAL STATUS</b>	Employment, housing, public accommodations, education, and credit
<b>DISABILITY</b>	Employment, housing, public accommodations, public services, education, credit, and business
<b>PUBLIC ASSISTANCE</b>	Employment, housing, public services, education, credit
<b>AGE</b>	Employment and education
<b>SEXUAL ORIENTATION</b>	Employment, housing, public accommodations, public services, education, credit, and business
<b>FAMILIAL STATUS</b>	Employment, Housing
<b>LOCAL HUMAN RIGHTS COMMISSION ACTIVITY</b>	Employment

b. Adjustments could occur as a result of use of alternative education/training delivery methods such as print, seminars, webinars, speeches, and others

# CITY OF GRAND RAPIDS GOVERNMENT ACADEMY

<p><i>Session 1</i></p> <p><b>ADMINISTRATION &amp; FINANCE</b>  <i>Wednesday, April 3, 2024</i>                      City Hall                      420 N. Pokegama Avenue</p>	<p><i>Session 2</i></p> <p><b>POLICE DEPARTMENT</b>  <i>Wednesday, April 10, 2024</i>                      City Hall                      420 N. Pokegama Avenue</p>	<p><i>Session 3</i></p> <p><b>PUBLIC WORKS/ENGINEERING</b>  <i>Wednesday, April 17, 2024</i>                      Public Works Facility                      500 SE 4<sup>th</sup> Street</p>
<p style="text-align: center;"><b>AT THE HELM</b></p> <ul style="list-style-type: none"> <li>• City Government Structure</li> <li>• Finance &amp; Budget</li> <li>• Property Taxes</li> <li>• Elections &amp; Licensing</li> <li>• Boards &amp; Commissions</li> </ul>	<p style="text-align: center;"><b>SERVING WITH PRIDE</b></p> <ul style="list-style-type: none"> <li>• Department Operations</li> <li>• Squad &amp; Station Tour</li> <li>• Equipment Overview</li> <li>• Mock Traffic Stop</li> </ul>	<p style="text-align: center;"><b>EVERYDAY HEROES</b></p> <ul style="list-style-type: none"> <li>• Engineering/PW – What we do</li> <li>• Facility &amp; Equipment Tour</li> <li>• Airport</li> <li>• Cemetery</li> </ul>
<p><i>Session 4</i></p> <p><b>YANMAR ARENA &amp; PARKS</b>  <i>Wednesday, April 24, 2024</i>                      Yanmar Arena                      1401 NW 3<sup>rd</sup> Avenue</p>	<p><i>Session 5</i></p> <p><b>GRAND RAPIDS LIBRARY</b>  <i>Wednesday, May 1, 2024</i>                      Library                      140 NE 2<sup>nd</sup> Street</p>	<p><i>Session 6</i></p> <p><b>COMMUNITY DEVELOPMENT</b>  <i>Wednesday, May 8, 2024</i>                      City Hall                      420 N. Pokegama Avenue</p>
<p style="text-align: center;"><b>PROMOTING ACTIVE LIVING</b></p> <ul style="list-style-type: none"> <li>• Programming</li> <li>• Local Collaborations</li> <li>• Facility</li> <li>• Bus Tour of Parks</li> </ul>	<p style="text-align: center;"><b>WISDOM WITHIN</b></p> <ul style="list-style-type: none"> <li>• Services Offered</li> <li>• Education Programming</li> <li>• Events</li> <li>• Library Tour</li> </ul>	<p style="text-align: center;"><b>PLANNING FOR TOMORROW</b></p> <ul style="list-style-type: none"> <li>• Economic Development</li> <li>• Planning &amp; Zoning</li> <li>• Housing</li> <li>• City Codes &amp; Development Permits</li> </ul>
<p><i>Session 7</i></p> <p><b>FIRE DEPARTMENT</b>  <i>Wednesday, May 15, 2024</i>                      Grand Rapids Fire Hall                      104 SE 11<sup>th</sup> Street</p>	<p><i>Session 8</i></p> <p><b>POKEGAMA GOLF COURSE</b>  <i>Wednesday, May 22, 2024</i>                      City Hall                      420 N. Pokegama Avenue</p>	<p><i>Session 9</i></p> <p><b>CITY COUNCIL MEETING</b>  <i>Tuesday, May 28, 2024</i>                      City Hall Council Chambers                      420 N. Pokegama Avenue</p>
<p style="text-align: center;"><b>WHO YOU GONNA CALL?</b></p> <ul style="list-style-type: none"> <li>• Department Operations</li> <li>• Fire Prevention &amp; Education</li> <li>• Fire Hall Tour</li> <li>• Demonstrations</li> </ul>	<p style="text-align: center;"><b>EVERY SHOT COUNTS</b></p> <ul style="list-style-type: none"> <li>• Golf &amp; Government</li> <li>• Services Provided</li> <li>• Community Programs</li> <li>• Golf Course Tour</li> </ul>	<p><b>GRADUATION</b></p> 

Sessions 1–8 begins with snacks at 6 p.m. and end by 8:30 p.m.  
 Session 9 will be at an official meeting of the City Council.

Training Options for Grand Rapids Human Rights Commission

	Topic	Resources
<b>Legal Framework, Policy, and Process</b>		
1	Universal Human Rights	United Nations Association of the United States of America, MN Chapter speaker's bureau <a href="https://unamn.org/speakersbureau/">https://unamn.org/speakersbureau/</a> Please contact our chapter president, Stuart Ackman (stua@unamn.org) for further information on requesting any of our speakers.
2	Human/Civil/Employment Rights Law in MN	
3	Intro to MN Department of Human Rights	<p>Audel Shokohzadeh Community Engagement Director   External Relations Office: 651-539-1088   Cell: 651-283-7068 Email: <a href="mailto:audel.shokohzadeh@state.mn.us">audel.shokohzadeh@state.mn.us</a></p> <ul style="list-style-type: none"> <li>•"Getting to Know Your State's Civil Rights Agency" Provides an overview of three core functions of our agency: investigations, equity and inclusion in state contracting, and education/outreach</li> <li>•"Know Your Civil Rights" A deeper dive into how we enforce the Minnesota Human Rights Act and how people can contact us if they feel they are experiencing discrimination or harassment on the basis of their protected class</li> <li>•"Service Animal and Emotional Support Animal Protections" A close look at the protections under the Minnesota Human Rights Act as they relate to people that have service animals and emotional support animals.</li> </ul>
4	Introduction to Robert's Rules	
5	Alternative Meeting Processes	
<b>Inter-Cultural Competence/Anti-Racism</b>		
6	Implicit Bias/White Supremacy Culture	<p>FREC – Facilitating Racial Equity Collaborative <a href="https://overcomingracism.org/programs/greater-minnesota-partnerships/">https://overcomingracism.org/programs/greater-minnesota-partnerships/</a> FREC seeks ways to connect with and support organizations in Greater Minnesota working on racial justice and equity in their communities. Goals for FREC's Greater Minnesota:</p> <ol style="list-style-type: none"> <li>1. Help FREC learn about the issues and challenges of racial justice in different parts of the state.</li> <li>2. Help FREC build new relationships around the state.</li> <li>3. Support collaborative anti-racism/racial justice work around the state, including financial support</li> <li>4. Strengthen Minnesota's anti-racism infrastructure.</li> </ol> <p>In 2021 FREC is offering grants of up to \$2000 to support organizations and community groups in Greater Minnesota working to address racial justice and equity in their community. Local partners would take the lead in planning and implementation. FREC would co-sponsor the event, which would include financial and logistical support.</p> <p>We accept applications on a rolling basis and review them once a month to be brought to the FREC Steering Committee for final approval. Applicants will be notified within 2 months of receipt of their proposal. For inquiries, please email <a href="mailto:info@overcomingracism.org">info@overcomingracism.org</a>. To apply, please fill out the <a href="#">online application</a>.</p>
<b>Perspectives and Experience of Protected Classes</b>		
7	<p>Indigenous Rights</p> <ul style="list-style-type: none"> <li>• Relations with Sovereign Tribal Nations/</li> <li>• Treaty Rights</li> <li>• Ainishinaabe World View</li> </ul>	
8	Civil and Human Rights in the Work Place: work place discrimination	

9	Physically disabled	HRC met with Myrna Peterson July 2021
10	Mental health as a protected class and related discrimination	
<b>Current Issues</b>		
11	Grand Rapids Police policies, training, interaction practice	
	Grand Rapids City staff policies training, interaction practice	<p>Resources from the League of MN Cities:  <a href="https://www.lmc.org/resources/race-equity/">https://www.lmc.org/resources/race-equity/</a>  <a href="https://www.racialequityalliance.org/">https://www.racialequityalliance.org/</a></p> <p>LMC recommendations on Key actions for cities to consider in addressing racial inequities:</p> <ul style="list-style-type: none"> <li>• Explore the demographic history, including the racial history, and current demographics of the community.</li> <li>• Normalize the topic of race through hosting facilitated conversations among city staff, elected leaders, and in the community (e.g. book or film and discussion events).</li> <li>• Identify local partners/community groups to engage in conversation about the experiences of people of color in the community.</li> <li>• Collect and analyze data on city services by race (e.g. geographic data on where park improvements have been made or where trees have been planted by the city).</li> <li>• Organize training for staff and elected officials that focuses on developing shared terminology and concepts of race and race equity (e.g. implicit and explicit bias).</li> <li>• Identify staff and elected officials for an internal equity team; consider who is passionate for and interested in the work. Include employees and other officials of color.</li> </ul> <p>Resources to support the work</p> <p>The League has compiled a variety of resources to support cities in their work of advancing racial equity. They can be used to help the work of getting comfortable talking about race and examining programs and policies with an equity lens. Cities have used the following materials as foundations for dialogue among city staff and in the community.</p> <ul style="list-style-type: none"> <li>• <a href="#">Race: Power of an Illusion</a> (PBS series looking at the history of racism in the U.S., questions of whether race is biology or a social construct, and housing policy) – for film and discussion groups.</li> <li>• <a href="#">Zootopia</a> – for film and discussion groups about diversity and inclusion.</li> <li>• <a href="#">White Fragility: Why It's So Hard for White People to Talk About Racism</a> by Robin DiAngelo – for employee book club discussions.</li> <li>• <a href="#">A Good Time for the Truth</a> (essays by Minnesotan authors who identify as people of color) – for discussion groups.</li> <li>• <a href="#">Implicit Bias: Peanut Butter, Jelly and Racism</a> (PBS video) – for employee and elected official training sessions.</li> </ul> <p>These are just a few examples. <b>For the complete list of materials</b>, including books, films, podcasts and short video clips please contact Rachel Walker at <a href="mailto:walker@lmc.org">walker@lmc.org</a>.</p>

## **City of Grand Rapids Human Rights Commission Workplan Session – Notes**

Wednesday, October 4<sup>th</sup>, 2023 from 5—7pm at the PUC (500 SE 4<sup>th</sup> Street, Grand Rapids MN)

Attending: Angie, Joan, Amy, Amanda, Doug, Bernadine, Cherry

This information was collected through reflection and dialogue, and then used to guide the initial planning of the 2024 Human Rights Commission Work Plan.

### **Highlights & Successes**

- **Human Rights Awareness / Youth Engagement**
  - o Connecting with GR High School to do presentations
- **Events**
  - o Juneteenth
  - o Indigenous People’s Day
- **Committee work**
  - o Contributed to teamwork, increased quality, and output
- **Outside Speakers**
  - o Want more of
- **Workplan**
  - o Helpful tool and timeline
- **Messaging**
  - o Social media posts
  - o Theming / reminder of protected classes giving shape and purpose
- **City Support – Cindy!**

### **Challenges/Barriers**

- **Not all seats full**
  - o Importance of showing up or letting folks know when cannot attend – *some key meetings missed due to lack of quorum*
  - o *Where is the Human Rights Commission listed online, as well as the application?*
- **Challenge of being volunteers**
  - o Busy work and personal schedules
  - o *ALSO a highlight – we’ve done a lot with limited time*
- **Keeping momentum**
  - o Need to better plan in advance for better execution
  - o Workgroup development took a bit to get going (but now is established)
  - o Reif Player contribution – *never followed up on, how to engage?*
  - o Getting ahead in lots of ways, while still feeling behind

### **Committees**

Overall, Commissioners feel the committee structure is working. Some edits/suggested changes for continuing with these groups:

- Events Group
  - o Change to subcommittee structure, identifying new folks on each upcoming event
- Programming and Presentations
  - o Continue with internal/external opportunities
  - o Responsible for professional development opportunities
- Data and Demographics



- Continue to review new/upcoming information
- Pay attention and bring forth current events / climate in the community or other important news that might be relevant to the work of the commission

### **Questions / Future Ideas and Opportunities**

#### **- Collaboration**

- Do more tabling / booths at events that intersect with the mission of the HRC
  - Ex. Pride event, Children's Fair, Community Connect, Stomp on Stigma
- Helping to facilitate panels / conversations on human rights topics / protected classes
- Continue thinking about how to invite others in (positive feedback re: Marian Barcus joining at September 2023 meeting)
  - Presentation framed on: What should we know? What do you need from us?
  - Doing homework before – making sure we are also asking questions of presenters
- How to increase connection and interaction with City (staff, departments, other commissions, etc.)?
  - City redevelopment project – *Saw this as a missed opportunity to better engage with the City and focus / center Human Rights on redesign and development of our community*

#### **- Onboarding and Training**

- Create training for new Commission members
- Kim as a guest speaker??
- Devote time to learning – important in this role

#### **- Other**

- What is our role – how to better use messaging?
- Human Rights vs. Civil Rights – where is the intersection, how do we tie or support these two causes