



# CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING AGENDA

Wednesday, May 29, 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, May 29, 2024, at 4:00pm 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:**

- [1.](#) Police Chief, Andy Morgan

**APPROVE MINUTES:**

- [2.](#) Approve April 24, 2024, Minutes

**FINANCIALS:**

- [3.](#) Approve May 2024 Financials

**BUSINESS:**

- [4.](#) 2024 Work Plan
- [5.](#) Itasca Pride Event
- [6.](#) Itasca County Fair

**UPDATES:**

- [7.](#) Work Group Updates
- [8.](#) MN Human Rights Commission - Justin Page
- [9.](#) Mental Health Awareness

10. School District Policies

CALLS/COMPLAINTS/INQUIRIES:

SET AGENDA FOR NEXT MEETING:

ADJOURN:

## Data Summary – GRPD Reporting of Crimes Motivated By Bias

### Call / Reporting Flow:

- Call For Service (CFS) report – initial call, typically generated after the initial call. Dispatch, deputies utilize. designed to only record information regarding field calls or events as it would pertain to a 911 call center.
- Incident Crime Report (ICR) – created by Grand Rapids Police Department upon contact (either by phone or in person)
- At GRPD, all CFS becomes ICR assuming contact between a reporting person and the department has occurred
  - o Contact includes phone call and/or face-to-face
- Federal and State oversight of GRPD’s NIBRS (includes all cases with offenses)

### Offense

- Created by statute
- Bias reported as part of offense / ICR:
  - o ... “officer has reason to believe, or if the victim alleges, that the offender was motivated to commit the act by the victim’s race, religion, national origin, sex, age, disability, or characteristics identified as sexual orientation.” (626.5531 Reporting of crimes motivated by bias; subdivision 1)
  - o Bias identified by:
    - Reasonable suspicion by officer and/or
    - Person who is reporting identifies or believes the actions were motivated by bias

### Challenges & Opportunities

- Hurdles or barriers for why people may not be calling in:
  - o Chapter 13 Data Request
  - o Person reporting/victim not wanting to provide additional information or disclose protected status
- Educational opportunity to encourage calling in and making contact with GRPD
  - o Person reporting/victim states belief crime or conflict was motivated by bias
  - o Regardless of case outcome, bias reporting will stay on ICR – *important tracking tool*



# CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING MINUTES

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4:00 PM

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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, April 24, 2024, at 4:00pm in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

The meeting was called to order at 4:00pm.

### ROLL CALL:

#### PRESENT

Commissioner Angella Erickson  
Commissioner Doug Learmont  
Commissioner Ronald Grossman  
Commissioner Rick Blake  
Commissioner Katelyn Dokken  
Commissioner Peggy Clayton  
City Liaison, Human Resource Officer, Chery Pierzina

#### ABSENT

Commissioner Amanda Lussier  
Commissioner Joan Gunderman  
Commissioner Amy Blomquist

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

Elizabeth Brown of 2105 SE 27th Ave spoke regarding moving to this community after researching it, but when she moved here, was disappointed that it wasn't welcoming or engaging.

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 Grossman, Seconded by Commissioner Learmont to accept the agenda as written. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner**

**Grossman, Commissioner Blake, Commissioner Clayton.**

PRESENTATION: Speaker, Karter Starling

Speaker Karter Starling started his speech by saying that he's the Treasurer for Itasca Pride, a 501c4 non-profit. The Human Rights Commissioners thanked Karter for coming to speak to them regarding issues related to Pride and also for discussing the upcoming Pride Event on June 23rd. A proposal will be discussed at the next Human Rights Commission Meeting on May 29, 2024.

APPROVE MINUTES:

1. Approve Minutes for March 27, 2024

**Motion made by Commissioner Blake, Seconded by Commissioner Grossman to approve the March 27th, 2024, minutes. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Grossman, Commissioner Blake, Commissioner Dokken, Commissioner Clayton.**

FINANCIALS: No change.

BUSINESS:

2. Welcome/Introduction of New Commissioner

The Commissioners welcomed new Commissioner Peggy Clayton.

3. 2024 Work Plan

Quarter 2, Work Group Updates:

The Pride Work Group was waiting to connect until after tonight's presentation.

The Indigenous People's Day Work Group is in the initial planning stages. They will have more updates next month.

The Juneteenth Work Group said that Kootasca has a walk planned and Commissioner Blomquist will have materials at the next meeting.

4. Approve Onboarding Packet

**Motion made by Commissioner Learmont, Seconded by Commissioner Dokken to approve the Onboarding Packet. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Grossman, Commissioner Blake, Commissioner Dokken, Commissioner Clayton.**

UPDATES:

5. Blanket Exercise/Approve Payment of Half of Overage

**Motion made by Commissioner Grossman, Seconded by Commissioner Blake to pay half of the \$50.00 overage of the Blanket Exercise held on April 8, 2024 to James Michaud. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Grossman, Commissioner Blake, Commissioner Dokken, Commissioner Clayton.**

6. Nami Training

Nami, Kootasca and Itasca County Vet Services are partnering to hold an event at Central Square Mall for Veteran's Mental Health. For the next meeting, the Commission will change this to Mental Health Awareness.

7. School District Policies

The Commissioners are going to contact and check into the school policies before they designate a work group. Commissioner Dokken volunteered to check their website and pull out information to bring to the Commission.

**CALLS/COMPLAINTS/INQUIRIES:**

None.

**SET AGENDA FOR NEXT MEETING:**

**BUSINESS:**

3. 2024 Work Plan
4. Itasca Pride Event
5. Itasca County Fair

**UPDATES:**

6. Mental Health Awareness
7. School District Policies
8. Work Group Updates

**ADJOURN:**

**Motion made by Commissioner Grossman, Seconded by Commissioner Clayton to adjourn at 5:29pm. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Grossman, Commissioner Blake, Commissioner Dokken, Commissioner Clayton.**

Respectfully submitted by Cynthia Lyman.

**CITY OF GRAND RAPIDS  
HUMAN RIGHTS COMMISSION**

**SCHEDULE OF CHANGES IN REVENUE AND EXPENDITURES  
FOR THE PERIOD ENDING MAY 31, 2024**

	<u>Actual 5/31/2024</u>
<b>Human Rights Budgeted Expenditures</b>	\$ 7,500
Pipe Ceremony	125
Human Rights Commission Posters	19
Blanket Exercise	275
Name Plates	39
Indigenous People's Day	-
Postage Expense	-
	<u>-</u>
<b>Grants Received</b>	-
<b>Balance Available</b>	<u>\$ 7,042</u>

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## 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>	<p>City code</p> <p>Division 6</p> <p>Commission</p> <p>Bylaws</p>			\$100
<p><i>Possible events/ recognitions:</i></p> <p><i>Stomp the Stigma – Mental Health Awareness Month – Asian Pacific Islander Heritage Month – LGBTQ+ Pride Month</i></p>	<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>	<p>Sec. 2-303(3)</p>			\$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)		\$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

## Itasca Pride 2024 Event Budget

### **Total Budget- \$6,409.40**

#### **Security: \$3,000**

Sequeerity, LLC, partially sponsored by Out Front MN

#### **Total outdoor sanitation budget:**

**\$609.40 without use of OCS restrooms**

**\$460.15 with the use of OCS restrooms**

Outdoor toilets

\$99.75 each x3 (x0 if OCS restrooms are available)

\$150.00 accessible x1 (x2 if OCS restrooms are available)

Handwashing station

\$109.65 for one

Delivery fee for outdoor sanitation-

\$50.50

#### **Total Performer Budget: \$800.00**

The Beckies \$150.00

Ditty Wish \$200.00

Hannah Fire Dancer

Dixie Diamond Drag Performer \$100

Clint Taurus Drag Performer \$100

Luc Drag Performer \$100

Kenna Drag Performer \$100

Pride Music Bingo \$100

**Total Equipment Budget: \$300**

(tents, speakers, microphones, stage, tables and chairs, etc. Have been donated)

Lefty's Rent a Tent-

Stanchions (barriers for Beer Garden- White, chain, 10ft each)

\$8 per, need 16 = \$128

OR Snow/Construction fencing \$60 for two rolls plus posts \$3.66 each x12, reuse annually

**Total Merchandise Budget: \$500**

Tee shirts- Pending quote from Minuteman Press

Leadership and volunteer shirts \$

Itasca fist design for sale at Pride \$

Buttons- handmade, we have the supplies

Keychains- \$127 for 100

**Total Decoration Budget: \$700**

(Many decorations and pride items being provided by board members and community entities)

Sponsorship Banner- \$300 (Minuteman Press)

Itasca Pride booth banner- \$120 (Minuteman Press)

Two rainbow balloon arches- \$100

Photo Op Backdrop- \$10

Supplies for signage and directions at event- \$50

Stage Decor- KAXE banner,

**Contingency Fund- Held for 30 days following Pride Festival**

\$500