

# **CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING AGENDA**

**Wednesday, June 28, 2023  
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, June 28, 2023 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. Monthly Speaker - July

**APPROVE MINUTES:**

- [2.](#) Approve the June 7, 2023 Special Meeting Minutes

**FINANCIALS:**

- [3.](#) Review June Financials - there has been no change.

**BUSINESS:**

4. Review Grand Rapids Virtual Meeting Policy
5. Possible Meeting Date/Time Change & ICTV
- [6.](#) Training Opportunities
- [7.](#) Workplan Review
  - A) Current
  - B) Quarter 3
  - C) Quarter 4

**UPDATES:**

8. Work Groups

A) Community Event Work Group; Joselyn, Lussier, Goodman and Gunderman

B) Data & Demographics; Erickson, Krumpotich and Learmont

C) Programming & Presentations; Joselyn, Krumpotich and Erickson

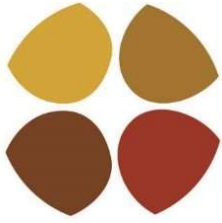
9. Juneteenth

10. Pride Month

CALLS/COMPLAINTS/INQUIRIES:

SET AGENDA FOR NEXT MEETING:

ADJOURN:



# CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION SPECIAL MEETING MINUTES

Wednesday, June 07, 2023  
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 Special Meeting on Wednesday, June 7, 2023 at 4:00 PM in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

### PRESENT

Commissioner Angella Erickson  
Commissioner Bernadine Joselyn  
Commissioner Ashley Goodman  
Commissioner Edward Krumpotich  
Commissioner Joan Gunderman

### ABSENT

Commissioner Doug Learmont  
Commissioner Tasha Connelly  
Commissioner Amanda Lussier

### ROLL CALL:

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.)

### APPROVE MINUTES:

1. April 26, 2023

**Motion made by Commissioner Joselyn, Second by Commission Gunderman to approve the Minutes from April 26, 2023. All in favor, motion passed.**

### BUSINESS:

2. Approve Juneteenth Proclamation

**Motion made by Commissioner Joselyn and Second by Commissioner Goodman to approve the Juneteenth Proclamation to go to the City Council with amended date of June 12, 2023. All in favor, motion passed.**

### 3. Juneteenth Update

Commissioner Joselyn gave an update on the Juneteenth Committee. They are having brochures, a flipbook and stickers printed. They will be distributed at various locations such as the Y, Brewed Awakenings, Wildflower Bookstore and the MacRostie. Invoices will come in for the Finance Department at the next meeting.

ADJOURN:

**Motion made by Commissioner Erickson, Second by Commissioner Goodman to adjourn. All in favor, Motion passed.**

**CITY OF GRAND RAPIDS  
HUMAN RIGHTS COMMISSION**

**SCHEDULE OF CHANGES IN REVENUE AND EXPENDITURES  
FOR THE PERIOD ENDING JUNE 30, 2023**

	<u>Actual 6/30/2023</u>
<b>Human Rights Budgeted Expenditures</b>	\$ 7,500
Name Plates	342
Indigenous People's Day	-
Postage Expense	-
	<u>-</u>
<b>Grants Received</b>	-
<b>Balance Available</b>	<u><u>\$ 7,158</u></u>

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## Training Options for Grand Rapids Human Rights Commission

Item 6.

	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	Indigenous Rights <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	
Current Issues		
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:rwalker@lmc.org">rwalker@lmc.org</a>.</p>

# Grand Rapids Human Rights Commission Calendar Year 2023 Work Plan

Prepared in accordance with Commission By-laws, Article 10

**DRAFT**

2023 QUARTER	GOAL OR ACTIVITY (refer to goal or activity description page for more detail)	ORDINANCE	ACTION TAKEN	EST. COST (See Notes)	ACTUAL
Q1 Jan – March	<b>Improve Marketing Efforts</b> - Add information / Events to HRC web page? - Protected classes highlights for social media - Other opportunities to raise awareness of human rights related events, content to-be-determined for currently existing City social media - Additional materials/supplies (banner/tablecloth/etc.)			\$750	
<i>Protected Class Spotlight:</i> Jan – None Feb – Race Mar – Sex	<b>New commissioner on-boarding and commissioner training and education</b> -Establish work group 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	City code Division 6 Commission Bylaws, including Article Ten		\$100	
	<b>Human Rights Awareness – Presentations w/ 318 High School Students</b> Continuation of presentations offered in December 2022 to raise awareness on human rights and the Universal Declaration of Human Rights. <i>Work group developed to explore opportunities with adults as well (ex. community ed, MN North – Itasca, faith groups, etc.)</i>			\$300	
	<b>Reif Players Connect/Conversation</b> Explore opportunities to invite and/or visit with Reif Players re: donation to the HRC.			-	

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	<b>Workgroup Development</b> Identify major yearly events/interests and assign commissioners to support. The commission believes this will encourage more proactive approach to some of our events and partnering opportunities. Possible groups may include but are not limited to: - Indigenous Peoples Day – Data & Demographics – Commissioner Training – Programming and Presentations – Marketing		-	
	<b>Gather and evaluate demographic data</b> - Review 2022 data to review and inform possible changes to work plan and priorities -Possible training with Ben Winchester of UMN Extension -Gather or develop information on areas of greatest concern regarding human rights issues -Develop, as appropriate, activities or policy recommendations to address human rights concerns	Sec. 2-303(3)(1, 2, and 6) Sec. 2-301 (a)	\$500	<ul style="list-style-type: none"> <li>Connect with Will Richter from Library</li> <li>Outreach to Wilder</li> </ul>
	<b>Quarter Total</b>		\$1,650	
	<b>Q2 April – June</b>  <i>Protected Class Spotlight: Apr – None May – Age June – Sexual orientation</i>	City code Division 6 Commission Bylaws	\$100	
	<b>Outreach to Jessica B. / Anishinaabe Education re: Indigenous People's Day Celebration 2023</b> Reminder work group should meet with prior to school summer break and begin conversation on support needed		-	
	<b>Outreach to Girls and Boys Club</b> Reach out to see about possibly collaboration opportunities with B&G Club during their summer programming in April		-	
	<b>Sponsorship of MacRostie and "Waiting for Beds" Exhibit in May</b> More details TBA – total project \$2—3K, centers on disability		\$500	
	<b>Support Juneteenth Day Event</b>	Sec. 2-303(3)	\$2,000	

	-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				
	<b>Involvement in Pride</b> - Look for opportunities to be involved in and/or support community events, outreach, or publication			\$1,000	
	<b>Quarter Total</b>			<b>\$3,600</b>	
<b>Q3 July – Sept</b>  <i>Protected Class</i> <u>Spotlight:</u> July – None Aug – Disability Sept – National Origin	<b>Commissioner training and education</b> -Identify and support commissioner training and education opportunities		City code Division 6 Commission Bylaws, including Article Ten	\$100	
	<b>Human rights educational opportunities</b> -Explore / discuss Reif Center, District 318, Arts & Culture Commission or other human rights partnership opportunities		Sec. 2-303(3), Sec. 2-301(a)(5)	\$500	
	<b>Boys and Girls Club – Presentations/Partnerships</b>				
	<b>Quarter Total</b>			<b>\$600</b>	
<b>Q4 Oct – Dec</b>  <i>Protected Class</i> <u>Spotlight:</u> Oct – Religion Nov – None Dec – Public Assistance	<b>Commissioner training and education</b> -Send select commissioners to attend annual Human Rights Symposium organized by the MN Department of Human Rights (typically in December)		City code Division 6 Commission Bylaws, including Article Ten	\$100	
	<b>Indigenous People's Day</b> Cosponsor activities or publications to further human rights purposes with regard to indigenous people in the city		Sec. 2-303(1, 3) Article(10)(3, 5)	\$2,500	
	<b>Human Rights Awareness Events - Human Rights Day (Dec 10) 75<sup>th</sup> Anniversary</b> -Community Conversations		Sec. 2-301 Sec. 2-303(5)	\$1,000	

	-Possible tie to school collaboration -Possible speakers and presentations - Possible Event				
	<b>Quarter Total</b>				\$3,600
	<b>2023 Commission Budget</b>		\$7,500		
	<b>2022 Carry Over</b>		\$4,167		
	<b>TOTAL BUDGET</b>		\$11,667		
	<b>Budgeted Expenditures</b>				\$9,450
	<b>Uncommitted Funds</b>				\$2,217
	<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:

Protected Classes	Protected Area
RACE	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

## Data and Demographic Work Group – Memo to City of Grand Rapids Human Rights Commission, May 2023

The data and demographic work group was created by the Human Rights Commission for the City of Grand Rapids to:

- *Gather or develop demographic data.* From this data we are to identify the most significant human rights concerns in our community, and
- *Develop strategies, activities, and policy recommendations* to address said concerns.

The work group utilized several sources to review data and demographics for Grand Rapids and surrounding area, including:

- MN Compass. (n.d.-a) *Northland Region Data*. MN Compass (Wilder Research). <https://www.mncompass.org/profiles/region/northland>
- MN Compass. (n.d.-b) *Grand Rapids Data*. MN Compass (Wilder Research). <https://www.mncompass.org/profiles/city/grand-rapids>
- Egbert, A. (2017). *Minnesotans with Disabilities: Demographic and Economic Characteristics*. MN State Demographic Center, MN Department of Administration. [https://mn.gov/admin/assets/minnesotans-with-disabilities-popnotes-march2017\\_tcm36-283045\\_tcm36-283045.pdf](https://mn.gov/admin/assets/minnesotans-with-disabilities-popnotes-march2017_tcm36-283045_tcm36-283045.pdf)
- Data USA. (n.d.) *Grand Rapids MN*. Data USA (Deloitte & Datawheel). <https://datausa.io/profile/geo/grand-rapids-mn>

After reviewing the data, this work group recommends to the Human Rights Commission to further investigate two areas of interest:

- **Disability** – defined as including, but not limited to: hearing, vision, cognitive, ambulatory, self-care, independent living difficulties. *Further explanation of these can be found in Egbert (2017).*
  - 18.7% of the City of Grand Rapids population has a disability (MN Compass, n.d.-b).
    - This is higher than what is reported at the County level, Northland Region and state level, at 17%, 15.3% and 12% respectively
  - Ambulatory and Cognitive disabilities are the most prevalent disabilities in Minnesota (Egbert, 2017)
- **Poverty & Income** – including workforce, housing, education, and other connections that impact those experiencing poverty
  - Gender gap between median earnings (Data USA, n.d.)
    - Men = \$40,649 (+/- \$6,100)
    - Women = \$26,050 (+/- \$5,523)
  - 48.5% of households in GR make \$49,999 or less for household income (MN Compass, n.d.-b)
    - 14.1% of people have income below the poverty level
    - 22.5% of people have income 100-199 of poverty level (still qualify for most aid and assistance programs)

## Data and Demographic Work Group – Memo to City of Grand Rapids Human Rights Commission, May 2023

- 18.2% of the population for whom poverty status is determined live below the poverty line, a number that is higher than the national average of 12.8% (Data USA, n.d.)
- Cost-burdened households – *homes that spend more than 30% of their income on rent, mortgage and other housing needs* (MN Compass, n.d.-b)
  - Owner households – 22.2%
  - Rent households – 56.5%

### **Possible Recommendations**

- How might we use social media or our web page as a place for resource compilation with accessible links?
- Inviting local speakers
  - Workforce – IEDC
  - Local businesses that provide mental health services
- Connecting more intentionally with the other City commissions
  - Possible opportunity for the programming & presentations group?
- City Council Presentation
  - How has the City used 2020 Census Data?
  - Notice or information flow from us?



# Data and Demographic Work Group – Memo to City of Grand Rapids Human Rights Commission, May 2023

## Demographic Overview / Profile

### Population – 11,126

AGE	COUNT	PERCENT
Under 5 years	554	5.0%
5-9 years	760	6.9%
10-14 years	642	5.8%
15-17 years	412	3.7%
18-24 years	672	6.1%
25-34 years	1,154	10.4%
35-44 years	1,676	15.2%
45-54 years	1,203	10.9%
55-64 years	1,463	13.2%
65-74 years	1,361	12.3%
75-84 years	802	7.3%
85 years and older	357	3.2%
SEX	COUNT	PERCENT
Male	5,296	47.9%
Female	5,760	52.1%
RACE / ETHNICITY	COUNT	PERCENT
White	10,257	92.8%
Of Color	705	6.4%
Black or African American alone	suppressed	
American Indian and Alaskan Native alone	183	1.7%
Asian or Pacific Islander alone	suppressed	
Other alone	suppressed	
Two or more races alone	370	3.3%
Hispanic or Latino (of any race)	156	1.4%
DISABILITY	COUNT	PERCENT
Population w/ a disability	1,985	18.7%