



CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING AGENDA

**Wednesday, September 27, 2023
4:00 PM**

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.

CALL TO ORDER: Pursuant to due notice and call thereof, the Human Rights Commission will hold a regular meeting on Wednesday, September 27, 2023 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:

1. Guest Speakers

APPROVE MINUTES:

- [2.](#) Approve Minutes for August 30, 2023

FINANCIALS:

- [3.](#) Approve Financials for September 2023

BUSINESS:

- [4.](#) Workplan Review
 - A) Quarter 3
 - B) Quarter 4
- [5.](#) Review and Approve Quotes for New Banner
6. Discuss Funding Request for 2024 Kootasca Event - Commissioner Blomquist

UPDATES:

7. Work Groups
 - A) Community Event Work Group; Joselyn, Lussier and Gunderman
 - Indigenous People's Day Event

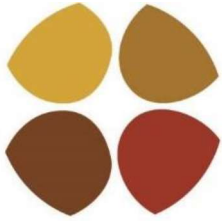
- B) Data & Demographics; Erickson, Krumpotich and Learmont
- C) Programming & Presentations; Joselyn, Krumpotich and Erickson

8. 2024 Workplan Planning Session

CALLS/COMPLAINTS/INQUIRIES:

SET AGENDA FOR NEXT MEETING:

ADJOURN:



CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING MINUTES

Wednesday, August 30, 2023
4:00 PM

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.

CALL TO ORDER: Pursuant to due notice and call thereof, the Human Rights Commission will hold a regular meeting on Wednesday, August 30, 2023 at 4:00PM in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

Commission Chair called the meeting to order at 4:00pm.

ROLL CALL:

PRESENT: Commissioner Angella Erickson, Commissioner Bernadine Joselyn, Commissioner Doug Learmont, Commissioner Tasha Connelly Commissioner Edward Krumpotich, Commissioner Amanda Lussier, Commissioner Joan Gunderman, Commissioner Amy Blomquist

ABSENT: Commissioner Ashley Goodman

STAFF PRESENT: Human Resource Officer-Staff Liaison 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 Learmont, Seconded by Commissioner Erickson to add Agenda Items 1A-Introductions, 8C-Banner Review, 8D-Schedule 2024 Workplan Planning Session and approve the Agenda as presented. Voting Yea: Commissioner Erickson, Commissioner Joselyn, Commissioner Learmont, Commissioner Connelly, Commissioner Krumpotich, Commissioner Lussier, Commissioner Gunderman, Commissioner Blomquist. Motion Passed.

PRESENTATION:

1. September Speaker

There is no speaker this evening.

1A. Prior to the meeting getting started, Introductions were given from each Commission member to new Commission Member Amy Blomquist.

APPROVE MINUTES:

2. Approve Minutes for June 28, 2023

Motion made by Commissioner Joselyn, Seconded by Commissioner Krumpotich to approve the Minutes for June 28, 2023. Voting Yea: Commissioner Erickson, Commissioner Joselyn, Commissioner Learmont, Commissioner Connelly, Commissioner Krumpotich, Commissioner Lussier, Commissioner Gunderman, Commissioner Blomquist. Motion Passed.

FINANCIALS:

3. Approve Financials for August 2023

Motion made by Commissioner Gunderman, Seconded by Commissioner Connelly to approve the Financials for August 2023. Voting Yea: Commissioner Erickson, Commissioner Joselyn, Commissioner Learmont, Commissioner Connelly, Commissioner Krumpotich, Commissioner Lussier, Commissioner Gunderman, Commissioner Blomquist. Motion Passed.

BUSINESS:

4. Welcome New Commissioner Amy Blomquist

New Commissioner Amy Blomquist welcomed by Commission during Introductions.

5. Resignation of Commissioner Ashley Goodman

Commission noted that Ashley Goodman has resigned.

6. Approve Donation Request from ISD 318 Ojibwe Education Program - Tall Timber Days Exhibition Pow-Wow

Commissioner Erickson commented that the Commission should acknowledge that they received the request for donations letter, but were not able to support their request due to the cancellation of the July 26th meeting. Follow through contacting Jessica Brobowski and give an update for next meeting on whether the Commission can support and collaborate for Indigenous People's Day.

7. Training

This item falls under a Work Group and will be talked about at that time.

8. Workplan Review

- A) Quarter 3
- B) Quarter 4

8A. Protected Classes are still on the City Website, this topic will be addressed at the 2024 Workplan Planning Session.

8B. The 75th Human Rights Awareness Day is on December 10th, it will fall under Quarter 4.

8C. The Human Rights Commission Banner was reviewed by the Commissioners. It is not a budgeted item for this year. The Commission will review the quotes and budget for this expense for 2024.

Motion made by Commissioner Connelly, Seconded by Commissioner Krumpotich to approve of and get quotes for the Human Rights Commission Banner. Voting Yea: Commissioner Erickson, Commissioner Joselyn, Commissioner Learmont, Commissioner Connelly, Commissioner Krumpotich, Commissioner Lussier, Commissioner Gunderman, Commissioner Blomquist. Motion Passed.

8D. Schedule a 2024 Workplan Planning Session. As last year, the Commission would like to meet for a planning session to plan their 2024 Workplan to present to the City Council next year. Commissioner Erickson will set up a "Doodle-Poll" and look into venues for the meeting. Once that's done, she will forward the information and city staff will send out the date and location.

UPDATES:

9. 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

9A. Community Event Work Group discussed the Schedule of Events for Indigenous People's Day at Central School and 1st Ave NW (closed between 4th St NW & 5th St NW). Included in the Schedule of Events are Speakers, Recognition of Veterans and will feature Vendors, Exhibits, Music, Family Activities, Presentations, a Community Banquet, Film Screening of "Thunderheart" and a Concert at the MacRostie Art Center.

Note that Human Rights Commission Chair Ed Krumpotich left the meeting at 5:10pm.

Discussion ensued regarding the expenditures for Indigenous People's Day. The largest expense for the event will be the caterer for the Community Banquet.

Motion made by Commissioner Erickson, Seconded by Commissioner Blomquist to approve expenditures for the Indigenous People's Day Event up to \$5,000. Voting Yea: Commissioner Erickson, Commissioner Joselyn, Commissioner Learmont, Commissioner Connelly, Commissioner Lussier, Commissioner Gunderman, Commissioner Blomquist. Motion passed.

9B. Data & Demographics Work Group is looking at Mental Health and Poverty from the Demographics and tying in training.

9C. Programming & Presentations Work Group discussed the September Speaker and having Nick Hanson from Kootasca give a report around Poverty in our Community.

10. Indigenous People's Day

The Indigenous People's Day Event Schedule was discussed by the Community Event Work Group.

SET AGENDA FOR NEXT MEETING:

BUSINESS:

4. Workplan Review
 - A) Quarter 3
 - B) Quarter 4

UPDATES:

5. Work Groups
 - A) Community Event Work Group; Joselyn, Lussier and Gunderman
- Indigenous People's Day Event
 - B) Data & Demographics; Erickson, Krumpotich and Learmont
 - C) Programming & Presentations; Joselyn, Krumpotich and Erickson
6. New Banner
7. 2024 Workplan Planning Session

ADJOURN:

The meeting adjourned at 5:31pm

Respectfully submitted by, Cynthia Lyman

**CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION**

**SCHEDULE OF CHANGES IN REVENUE AND EXPENDITURES
FOR THE PERIOD ENDING JULY 31, 2023**

	<u>Actual 7/31/2023</u>
Human Rights Budgeted Expenditures	\$ 7,500
Name Plates	342
Juneteenth Brochures	333
Indigenous People's Day	-
Postage Expense	-
	<u>-</u>
Grants Received	-
Balance Available	<u><u>\$ 6,825</u></u>

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	Improve Marketing Efforts - 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	New commissioner on-boarding and commissioner training and education -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	
	Human Rights Awareness – Presentations w/ ISD. 318 High School Students 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	
	Reif Players Connect/Conversation Explore opportunities to invite and/or visit with Reif Players re: donation to the HRC.			-	

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	-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				
	Involvement in Pride - Look for opportunities to be involved in and/or support community events, outreach, or publication			\$1,000	
	Quarter Total			\$3,600	
Q3 July – Sept <i>Protected Class</i> <u>Spotlight:</u> July – None Aug – Disability Sept – National Origin	Commissioner training and education -Identify and support commissioner training and education opportunities	City code Division 6 Commission Bylaws, including Article Ten		\$100	
	Human rights educational opportunities -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	
	Boys and Girls Club – Presentations/Partnerships				
	Quarter Total			\$600	
Q4 Oct – Dec <i>Protected Class</i> <u>Spotlight:</u> Oct – Religion Nov – None Dec – Public Assistance	Commissioner training and education -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	
	Indigenous People's Day 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	
	Human Rights Awareness Events - Human Rights Day (Dec 10) 75th Anniversary -Community Conversations	Sec. 2-301 Sec. 2-303(5)		\$1,000	

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

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 19th, 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

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

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

Cynthia Lyman

From: Angella Erickson <ericksonangella@gmail.com>
Sent: Tuesday, September 19, 2023 8:42 AM
To: Cynthia Lyman; Edward Krumpotich; EdwardKrumpotich@gmail.com
Subject: Banner quotes

Received the quotes for the retractable banners:

- Minuteman Press - \$286.73
- Rapids Printing - \$275 (though it is a little unclear as they have each individual thing is priced out, and so it may be more than this??)
- 4imprint - \$149 + set up fee (~\$60)

Can banner review be added to the agenda for our meeting next week (if we didn't remember to do that already?).

Thanks!
Angie