CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION
MEETING AGENDA

Wednesday, November 18, 2026
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, November 18th, 2026, 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:

APPROVE MINUTES:

1. Approve Minutes from both the October 28th, 2026, Worksession and Regular Meetings.

BUSINESS:

2. 2027 Workplan - New Ideas/Topics
3. Dec 8th, 2026, Student Group Event
4. MN Exhibits/Story Stitch

UPDATES:

5. City and County Updates
6. Fire in the Village - Indigenous Every Day Event
7. Native American Heritage Month Event - Native Stories in Mixed Media

CALLS/COMPLAINTS/INQUIRIES:

SET AGENDA FOR NEXT MEETING:

ADJOURN:

CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION
WORKSESSION MEETING MINUTES

Wednesday, October 28, 2026
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 Worksession Meeting on Wednesday, October 28, 2026, at 4:00PM in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

The Worksession meeting was called to order by Commission Chair Miller at 4:03pm.

ROLL CALL:

PRESENT: Commissioner Doug Learmont, Commissioner Ronald Grossman, Council Representative Molly MacGregor, Commissioner Janet Miller, Commissioner Stella Leone and Commissioner Renee Ducharme

ABSENT: Commissioner Brittany Pope-Sears

BUSINESS:

1. 2027 Workplan

   The Human Rights Commission discussed the Workplan for 2027. They discussed the current 2026 Workplan quarter by quarter what they would like to see added, even though they know that they are operating without a budget. Some of the items discussed so far were:

   <u>Quarter 1:</u>
   Take off the Ordinance
   The Fair Housing Act - having Diane Larson speak to the Commission
   Add in to request the City Attorney, Chad Sterle and Police Chief Andy Morgan to speak with the Human Rights Commission
   Continue Presentations to Outside Organizations each quarter
   Add Bridge Builders
   Continue to working on the 2027 Workplan each quarter

   <u>Quarter 2:</u>
   Add GreenCard Voices
   Stomp on Stigma - booth/display table with water
   Presentation to Outside Organizations - Commissioner Learmont will make a list of other topics to look at/include

Quarter 3:
Braver Angels - keep
Add Walk for Life - booth/display table with water
Add Community Events-Car Show/Swap Meet, TTDays & Itasca County Fair - Booth

Quarter 4:
Soup on the Street - through Kootasca - Council Rep MacGregor will contact
Indigenous People's Day - Event at MN North College - check with them re: fliers
Add Native American Heritage Month - Stories in Mixed Media

ADJOURN:

The meeting adjourned at 5:05pm.
Respectfully submitted by Cynthia Lyman

CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION
REGULAR MEETING MINUTES

Wednesday, October 28, 2026
5:00 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, October 28th, 2026, at 5:00pm in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

Commission Chair Janet Miller called the meeting to order at 5:05pm.

ROLL CALL:

PRESENT: Commissioner Doug Learmont, Commissioner Ronald Grossman, Council Representative Molly MacGregor, Commissioner Janet Miller, Commissioner Stella Leone and Commissioner Renee Ducharme

ABSENT: Commissioner Brittany Pope-Sears

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 Council Representative MacGregor, Seconded by Commissioner Learmont to approve the agenda as written. Voting Yea: Commissioner Learmont, Commissioner Grossman, Council Representative MacGregor, Commissioner Miller, Commissioner Leone, Commissioner Ducharme

PRESENTATION:

None

APPROVE MINUTES:

1. Approve September 30th, 2026, Minutes

   Motion made by Council Representative MacGregor, Seconded by Commissioner Ducharme to approve the September 30th, 2026, Minutes. Voting Yea: Commissioner

Learmont, Commissioner Grossman, Council Representative MacGregor, Commissioner Miller, Commissioner Leone, Commissioner Ducharme

BUSINESS:

2. 2026 Workplan

   Discussed and looked over at the Worksession for the 2027 Workplan.

3. Native American Heritage Month Event

   Discussed at the Worksession as an addition to Quarter 3 of the 2027 Workplan.

4. Fire in the Village-Indigenous Every Day

   This agenda item tabled as the event is this evening.

5. MN Exhibits/Story Stitch

   This agenda item was tabled.

UPDATES:

6. Indigenous People's Day

   The Event that took place for Indigenous People's Day, "Native American Contributions" was discussed. The Commission would like to continue this Event and add it under Indigenous People's Day for the 2027 Workplan. The Event went well at the MN North College and the Commission would like more support and also more signage that would go up on the campus to increase the student body turnout.

7. City & County Updates

   None.

8. Work Groups:
   Community Engagement/Education and/or Internal Collaboration: Commission Chair Miller and Council Representative Molly MacGregor
   Interfaith: Commissioner Grossman
   Indigenous People's Day: Commissioners Leone, Ducharme, Pope-Sears and Grossman

   This agenda item was tabled.

CALLS/COMPLAINTS/INQUIRIES:

None.

SET AGENDA FOR NEXT MEETING:

BUSINESS:
1. 2027 Workplan - New Ideas/Topics
2. Dec 8th - Student Group Event

3. MN Exhibits/Story Stitch

UPDATES:
4. Fire in The Village - Indigenous Every Day Event
5. Native American Heritage Month Event - Native Stories in Mixed Media
5. Grant Update

ADJOURN:

The meeting was adjourned at 5:10pm.
Respectfully submitted by Cynthia Lyman

Grand Rapids Human Rights Commission
Calendar Year 2026 Work Plan

Prepared in accordance with Establishing Ordinance and Commission By-Laws
All activities for 2026 are supported by our guiding vision themes of: Community Awareness; Education outreach and Communication; Our Role; Collaboration; and Listening to Community

2026 QUARTER	GOAL OR ACTIVITY (refer to goal or activity description page for more detail)	ORDINANCE	ACTION TAKEN	EST. COST (See Notes)
Q1 **Jan – March** *Possible events/recognitions:* International Women's Day – Black History Month	**Ordinance Review** Review and clarify HRC role and alignment with city ordinances	2-303 (F)	Updated draft sent to Commissioners for review	$0
	Fair Housing Act Support development of work group to review possible panel / other community engagement opps within Itasca County	2-303 (B, C, E, F)	Planning meeting set for 1/14 in partnership with Itasca County HRA	$1,500
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		$0
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		$0
Q2 **April – June** *Possible events/recognitions:* Stomp the Stigma – Mental Health Awareness Month – Asian Pacific Islander Heritage Month – LGBTQ+ Pride Month	**Story Stitch Event** Host community event - either facilitating or bringing someone in. Education/outreach, listen to community	Article 10 (1, 2, 3)	Commissioner McGregor attended training 11/22/2025	$1,500
	Volunteer at Stomp on Stigma Community awareness and collaboration at established community event	2-303 (B, C) Article 10 (2, 3, 4, 5)		$5,000
	Volunteer at Pride Event Community awareness and collaboration at established community event	2-303 (B, C) Article 10 (2, 3, 4, 5)		$7,000
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		$0
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		$0
Q3 **July – Sept**	**Braver Angels Event**	Article 10 (1, 2, 3)		$2,500

2026 QUARTER	GOAL OR ACTIVITY (refer to goal or activity description page for more detail)	ORDINANCE	ACTION TAKEN	EST. C (See Notes)
Possible events/recognitions: Hispanic Heritage Month **Q3**	Host community event - either facilitating or bringing someone in. Education/outreach, listen to community			
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		$0
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		$0
Q4 **Oct – Dec** *Possible events/recognitions:* Native American Heritage Month	**Soup on the Street** Community awareness and collaboration at established community event	2-303 (B, C)		$2,000
	Indigenous People's Day Support Community awareness and collaboration at established community event	2-303 (B, C) Article 10 (2, 3, 4, 5)		$5,000
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		$0
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		$0

Notes:
City Council eliminated a set budget for the Human Rights Commission in 2026. Estimated costs are ballpark for the entire event – not necessarily a direct contribution expected or anticipated from either the HRC or City of Grand Rapids.

Summary Description of Goals and Activities

ORDINANCE REVIEW

The Commission will conduct a comprehensive review of city ordinances related to human rights to clarify the HRC's role and ensure alignment with curr city regulations. This review will help commissioners better understand their authority, responsibilities, and the scope of their work in protecting human rights within the community. The ordinance review will provide a framework for future decision-making and help define how the Commission can most effectively serve the community within its legal mandate.

FAIR HOUSING ACT SUPPORT

The Commission will support the development of a work group to explore fair housing issues and possible panel discussions or other community engagement opportunities within Itasca County. This activity aims to increase awareness of fair housing rights, identify housing discrimination concerns, and provide education to community members about their rights and responsibilities under fair housing laws. The work group may partner with local housing authorities, advocacy organizations, and community stakeholders to create meaningful dialogue and resources around housing equity.

PRESENTATIONS TO OUTSIDE ORGANIZATIONS (QUARTERLY)

The Commission will conduct quarterly presentations to outside organizations such as schools, service clubs (Rotary, Lions, etc.), faith communities, and civic groups. These presentations will raise community awareness about the HRC's role, educate audiences about human rights and protected classes, provide outreach to diverse community segments, and create opportunities to listen to community concerns. Each presentation will be tailored to the specific audience and may include information about discrimination prevention, the complaint process, and available resources. This activity supports the vision themes of Community Awareness, Education/Outreach, and Listening to Community.

STORY STITCH EVENT

Story Stitch is a community dialogue facilitation methodology that creates safe spaces for people to share personal stories and build understanding across differences. The Commission will either facilitate a Story Stitch event directly or bring in trained facilitators to lead this community conversation. This event will provide an opportunity for community members to share their lived experiences related to identity, discrimination, belonging, and human rights. Through storytelling and guided dialogue, participants will build empathy, discover common ground, and strengthen community connections. This activity aligns with the vision themes of Education/Outreach, Our Role, and Listening to Community.

BRAVER ANGELS EVENT

Braver Angels is a national organization dedicated to bridging political divides and fostering constructive dialogue across ideological differences. The Commission will either facilitate a Braver Angels workshop or bring in certified Braver Angels facilitators to lead a community event. This structured dialogue will help participants understand different perspectives, reduce contempt and hostility, and find common ground despite political or ideological differences. The event will contribute to building a more cohesive community where diverse viewpoints can coexist respectfully. This activity supports Education/Outreach, Our Role, and Listening to Community vision themes.

QUARTERLY WORKPLAN & BUDGET REVIEW

The Commission will conduct quarterly reviews of its work plan progress and budget expenditures to ensure accountability, transparency, and effective use of resources. These reviews will allow commissioners to assess which activities are meeting their goals, identify any needed adjustments to priorities or approaches, track spending against the annual budget, and ensure alignment with the Commission's vision themes. Regular review creates opportunities for learning, course correction, and strategic planning. This activity reflects the Commission's commitment to responsible stewardship of public resources and effective governance as outlined in Article 10 of the Commission By-Laws.

COMMUNITY EVENT PARTICIPATION & VOLUNTEER ENGAGEMENT

The Commission will actively participate in and volunteer at established community events throughout the year to increase HRC visibility, demonstrate collaboration with community partners, and engage directly with diverse community members. Target events include Stomp on Stigma (mental health awareness), Pride celebrations (LGBTQ+ support), Soup on the Street (food security and homelessness), Indigenous People's Day, and other community gatherings as opportunities arise. Through this hands-on engagement, commissioners will staff information tables, distribute educational materials about human rights protections, assist with event logistics, and engage in conversations with community members about discrimination and available resources. This visible presence helps vulnerable populations feel uplifted and supported while educating the broader community about human rights. The Commission remains open to participating in additional community events that align with its mission and vision themes. This activity supports Community Awareness, Collaboration, and Listening to Community vision themes.

COMMISSIONER TRAINING AND EDUCATION (ONGOING)

Actions or decisions by the Grand Rapids Human Rights Commission to provide freedom from discrimination require 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 support commissioner training opportunities and activities throughout the year. This may include approaches such as outside speakers, presentation or event sponsorship, community meetings, interviews, identifying and sharing of pertinent news articles or reports, and/or other methods. Commissioner training and education will be an ongoing objective and activity that strengthens the Commission's capacity to serve the community effectively.

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

10/28/26 6-8PM

INDIGENOUS EVERY DAY

STORY CIRCLE

Every day is a good day to be Indigenous! You're invited to listen and learn from local Anishinaabe artists and culture bearers, and others leading creative community efforts in our region. Facilitated by Fire in the Village Artist & Director Annie Humphrey. And there will be frybread! Frybread is the answer.

MACROSTIE ART CENTER
405 NW 1ST AVE
GRAND RAPIDS, MN 55744

FIREINTHEVILLAGE.ORG

This work is funded in part by MHC with money from the Arts and Cultural Heritage Fund that was created with the vote of the people of Minnesota on November 4, 2008.

Minnesota Humanities Center

CLEAN WATER LAND & LEGACY AMENDMENT

MAC

CELEBRATE NATIVE AMERICAN HERITAGE MONTH

NATIVE STORIES IN MIXED MEDIA

FEATURING ANISHINAABE EDUCATORS, STORYTELLERS, AND ARTISTS

DEVERY FAIRBANKS
GEORGE J. GOGGLEYE JR.
DENISE ESTEY LINDQUIST

MONDAY, NOVEMBER 9, 2026

6 – 8 PM

MACROSTIE ART CENTER
DOWNTOWN GRAND RAPIDS

FREE AND OPEN TO ALL

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City of Grand Rapids Human Rights Commission

MacRostie Art Center