



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

**Wednesday, August 25, 2021  
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 25, 2021 at 4:00 pm in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

**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. July 28, 2021 Minutes

**FINANCIALS:**

2. Financials: \$9,727.00, there is no change.

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

**BUSINESS:**

3. Commissioner On-Boarding
4. Indigenous People's Day Community-Wide Workgroup
5. Juneteenth Event (2022 Banner)
6. Combatting Anti-Asian Discrimination Discussion-Review Resolution Revision
7. Speaker Discussion
8. State of Minnesota Department of Human Rights - Training Opportunities for Fall 2021

League of MN Human Rights

Minnesota Humanities Center

Review Training Options Attachment 8-17-21

9. Grand Iron Range CAV Initiative and ADA Map/Text

CALLS/COMPLAINTS/INQUIRIES:

SET AGENDA FOR NEXT MEETING:

ADJOURN:

# CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION

Item 1.

**CALL TO ORDER:** Pursuant to due notice and call thereof a regular meeting of the Grand Rapids Human Rights Commission was held in Council Chambers, Grand Rapids City Hall, Grand Rapids, Minnesota, on Wednesday, July 28, 2021 at 4:00 p.m.

**CALL OF ROLL:** On a Call of Roll, the following members were present: Commissioners Erickson, Hodgson, Joselyn, Learmont, Friesen and Connelly. Absent: Commissioners Lopez-Cortez and Stoll.

**Staff:** City Attorney Chad Sterle and Cynthia Lyman

**CALL TO ORDER:** Commissioner Chair Friesen called the meeting to order at 4:01 p.m.

**SETTING OF REGULAR AGENDA:** Motion by Commissioner Learmont, second by Commissioner Connelly to accept Agenda, passed by unanimous vote.

**APPROVAL OF MINUTES:**

June 30<sup>th</sup>, 2021 Human Rights Commission Meeting

Motion by Commissioner Joselyn, second by Commissioner Erickson to accept the June 30<sup>th</sup>, Human Rights Commission Meeting minutes. All in favor, motion passed.

**FINANCIALS:** \$9,727.00 no change, no motion needed.

**PUBLIC COMMENT/ACCOLADES:** None

**OLD BUSINESS:**

- 1) **2020 Census Data (Data Demographic Workgroup Combination):** Commissioner Hodgson said that there is nothing at this time.
- 2) **Commissioner Onboarding** (Workgroup Friesen, Stoll & Connelly): No updates at this time except that there was discussion on resources for new Commission members and that the information from the binder needs to be scanned. Commissioner Erickson volunteered to take this on. It was also mentioned that documents for the history of the Human Rights Commission should also be included in the information given to new Commission members.
- 3) **Indigenous Peoples Day Update:** Discussion that there is no theme yet. Commission Chair Friesen has an idea that the theme should be “movement”. Performers such as Larry Ozzy are booked at the Reif and renowned hoop dancers. Commissioner Joselyn asked about a proclamation and Commissioner Connelly responded that the city does this already. Commissioner Erickson asked to join the Indigenous Peoples Day Committee and the Commission did not see a problem with that.
- 4) **Monthly Speaker Invitation:** This item moved forward for time constraints as City Attorney has to depart from the meeting early. Myrna Peterson is the honored guest for this meeting. She thanked the Commission for the opportunity to be heard and recalled the 2015 wheel chairs rolling event that had a great turn out. She also mentioned that these four items: Transportation, Access, Sidewalks/Curbs and Awareness were on the top of the list for this community. She also spoke that this is all personal to her and until something happens to you, you don't see the barriers to these four things.

Myrna continued that both the City and the Foundation have given overwhelming support. There is more awareness in the schools and Mobility Mania raised money for an accessible playground, ballpark and vans were purchased for mobility. She also spoke about the new project coming, the “Autonomous Shuttle,” that even MDI wants to see in the city. Matt Wegwerth, City Engineer is working on the City’s ADA Compliance Plan, but City Attorney Chad Sterle said that it is still two years out. Myrna spoke about different businesses that are going beyond to assist disability patrons such as MDI and Aldi. The more educational awareness is out there especially by able-bodied people the more people are understanding the accessibility issues that people with disabilities face.

- 5) **True Tuesdays:** There was no discussion on this item, to be taken off of the next agenda.
- 6) **Juneteenth Banner:** Discussion regarding contacting MNDOT on how they sponsor/allow for a banner for a free, public event. Need to get all information and Commissioner Jocelyn then volunteered for the text of the Banner.
- 7) **Combatting Anti-Asian Discrimination Discussion/Response and Flyer:** Commissioner Jocelyn added a draft Resolution to the Human Rights Commission Meeting Packet for review. Discussion ensued. Commissioner Learmont questioned whether it is a concern in this community. Would it not explode once you bring this concern up in this Resolution? The Commissioner Learmont is worried that it would actually bring out hatred and is suggesting that the Resolution needs to be revised, but he appreciates having the discussion prior to after the fact. Commissioner Erickson stated that we have to be careful and mindful regarding this subject and wondered if there could be a hate crime that we have not heard about or maybe the police department may know of it.
- 8) **Review Work Plan for Future Approval:** Discussion and feedback on the changes to the Work Plan. Commissioner Hodgson stated that in the last box of Quarter 1, it should read “continue work that has already started, related to “Hearing and Disabilities”. Commissioner Erickson also stated that the Commission needs to ask the City Attorney, Chad Sterle if they can offer the monthly speakers a small stipend of \$30.00 to \$100.00 for their speech.

Commission members commended Commissioner Erickson for doing a great job on the Work Plan. Commissioner Erickson then volunteered to bring the Work Plan to the City Council and Commissioner Friesen will be the 2<sup>nd</sup>.

**Motion by Commissioner Erickson, second by Commissioner Learmont to accept the 2022 Work Plan for the Human Rights Commission. All in favor, motion passed.**

#### NEW BUSINESS:

- 1) **Grand Iron Range CAV Initiative:** This item tabled until the next meeting.
- 2) **Reviewed State Auditor Article:** The Commission reviewed the document from the State Auditor regarding minute taking.
- 3) **ADA Map & Text:** Add to Grand Iron Range CAV Initiative for next agenda.
- 4) **Ho-Chunk Nation Plaque – Correspondence from 9-25-19:** Discussion regarding the letter from Barb Sanderson relating to the Ho-Chunk Nation Plaque from the Human Rights Commission packet. The Commission stated that this probably needs to be brought back to Tom, possibly intended for the Anishinabe, tabled until 2022.

**CALLS/COMPLAINTS/INQUIRIES:** There are no calls/complaints or inquiries.

**SETTING NEXT AGENDA:** The next agenda will be on the new Municode format:

- **Commissioner On-Boarding**
- **Indigenous Peoples Day Community-Wide Workgroup**
  - **Review City Proclamation**
- **Juneteenth Event (Banner for 2022)**
- **Combatting Anti-Asian Discrimination Discussion-Review Resolution Revision**
- **Monthly Speaker Invitation**
- **State of Minnesota Department of Human Rights Commission – Training Opportunities for Fall 2021**
  - **League of MN Human Rights**
  - **Minnesota Humanities Center**
- **Grand Iron Range CAV Initiative and ADA Map/Text**

**ADJOURNMENT:** Meeting adjourned at 6:37 p.m.  
Respectfully submitted by Cynthia Lyman



## Training Options for Grand Rapids Human Rights Commission

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

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

--	--	--