



# CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING AGENDA

Wednesday, February 26, 2025  
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, February 26, 2025, 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 December 9th, 2025, Worksession Minutes
- [2.](#) Approve January 29th, 2025, Meeting Minutes

**FINANCIALS:** There is no change to the January 2025 Financials.

**BUSINESS:**

3. Welcome New Commissioner & Introductions
4. Current Events
- [5.](#) Review Draft 2025 Workplan
6. Community Education/Engagement Opportunity
7. League of MN Cities Conference

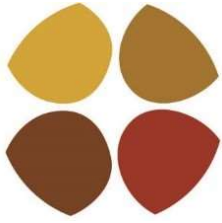
**UPDATES:**

8. Work Groups

**CALLS/COMPLAINTS/INQUIRIES:**

SET AGENDA FOR NEXT MEETING:

ADJOURN:



# CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION WORKSESSION MEETING MINUTES

Monday, December 09, 2024  
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 Monday, December 9th, 2024 at 5:00pm in the City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

The worksession was called to order by Chair Erickson at 5:00pm.

### ROLL CALL:

#### PRESENT

Commissioner Angella Erickson  
Commissioner Doug Learmont  
Commissioner Ronald Grossman  
Commissioner Katelyn Dokken  
Commissioner Julee Jackson  
City Councilor Rick Blake  
City Liaison Chery Pierzina

#### ABSENT:

Commissioner Amy Blomquist

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.)

### 1. 2025 Work Plan

During the Worksession, the Commission discussed and looked over the past year in order to plan the 2025 Human Rights Commission Work Plan. The Commission decided to break down the year into categories of; Successes, Challenges/Barriers, What Else They Could Be Doing and What and Who was Missed. Each of these categories were then broken down into subcategories and discussed:

#### Successes:

Events  
Marketing  
Presentations & Training

Challenges/Barriers:

- Community Engagement
- Commissioner Expectations
- Missing - Mission Focused Work
- Other

What Else Could We Be Doing:

- Presentations & Data
- Events
- Partners
- Policy
- Other

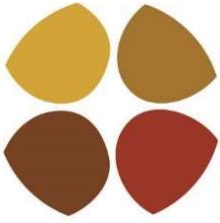
What and Who is Missing:

- Housing/Homelessness
- Mental Health
- Partner/Community Connections
- DEI/IDEA + Recruitment
- Other

ADJOURN:

The worksession was adjourned at 6:00pm.

Respectfully submitted by Cynthia Lyman



# CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING MINUTES

Wednesday, January 29, 2025  
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, January 29th, 2025, at 4:00 pm in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

The meeting was called to order at 4pm by Commission Chair Erickson.

### ROLL CALL:

#### PRESENT:

Commissioner Angella Erickson  
Commissioner Doug Learmont  
Commissioner Amy Blomquist  
Commissioner Ronald Grossman  
Commissioner Katelyn Dokken  
Commissioner Julee Jackson  
Commissioner Stephanie Meittunen  
Council Representative Molly MacGregor  
City Liaison Human Resources Officer, Chery Pierzina

#### ABSENT:

Commissioner Jessi Bloom

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

Resident of Grand Rapids, Beth George of 333 NE 8th St addressed the Commission regarding the rights of the citizens of Grand Rapids and how they are feeling left out when it comes to the amenities for the Community.

#### PRESENTATION:

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 Jackson, Seconded by Commissioner Dokken to approve the agenda as written. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner**

**Blomquist, Commissioner Grossman, Commissioner Dokken, Commissioner Jackson, Commissioner Meittunen, Council Representative MacGregor**

APPROVE MINUTES:

1. December 9th, 2025, Special Meeting Minutes

**Motion made by Commissioner Blomquist, Seconded by Commissioner Jackson to approve the special meeting minutes with the correction of taking Caleb Christiansen's name out of the Roll Call. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Blomquist, Commissioner Grossman, Commissioner Dokken, Commissioner Jackson, Commissioner Meittunen, Council Representative MacGregor**

2. December 9th, 2025, Worksession Minutes

These minutes will be approved at the February Human Rights Commission meeting.

FINANCIALS:

3. Approve December 31, 2024, Financials

**Motion made by Commissioner Blomquist, Seconded by Commissioner Grossman to approve the December 31, 2024, Financials. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Blomquist, Commissioner Grossman, Commissioner Dokken, Commissioner Jackson, Commissioner Meittunen, Council Representative MacGregor**

BUSINESS:

4. Welcome New Commissioners & Introductions

The Human Rights Commission welcomed and introduced themselves to one of the new Commissioner Stephanie Meittunen.

5. Election of Officers

This item was tabled until the March meeting.

6. Current Events

The discussion consisted of many topics and how some might tie into the Human Rights Commission's Mission statement and its goals.

Some of the items discussed were:

- Current legislature, both at the national and state levels
- Young adults in the community
- Lack of warming centers in the city
- Possibly making recommendations to the City Council
- Community Development plans
- Blandin Beach and no Parks & Rec Board

- Financial limitations/constraints for this Commission

## 7. 2025 Workplan

The Commission discussed what else they could include in the 2025 Workplan, going quarter by quarter, referencing the 2024 Workplan and Chair Erickson's notes from the worksession.

During the discussion of the various reports coming out for 2024 regarding the community, the Commission decided to form a Community Needs Group with Council Representative MacGregor, Staff Liaison Pierzina and Commissioners Meittunen and Blomquist.

Discussed connecting with Police Chief Morgan regarding the 2024 Bias Report and any other insight he may have into low income and warming centers. Which in fact also reflects the resident's comments from the Public Input.

February being Black History month the Commission would like to post an acknowledgment. Commissioner Dokken had to depart the meeting. There was also discussion of starting events earlier by contacting folks from last year's events. Council Representative MacGregor volunteered to contact Indigenous People's Day coordinators. Commissioner Blomquist volunteered to reach out to Itasca Pride for the Pride event.

Also, discussed possibly conducting an anonymous survey regarding poverty and looking at the Census Data to better understand the community's diversity. Before Council Representative MacGregor departed the meeting, she asked if the Commission would consider being at a Chamber Luncheon and then left the meeting.

Commission Chair Erickson will try to have a draft of the 2025 Workplan for the next meeting.

## UPDATES:

### 8. New Banners - Statt Wraps

The banners have been delivered to Public Works for storage.

### 9. Work Groups

The Community Needs Group was established earlier in the meeting to be Council Representative MacGregor, Staff Liaison Pierzina, Commissioner Meittunen and Commissioner Blomquist.

Commission Chair Erickson will be talking with the City Attorney, Chad Sterle regarding the City Volunteer Policy.

## CALLS/COMPLAINTS/INQUIRIES:

None.

## SET AGENDA FOR NEXT MEETING:

BUSINESS:

4. Welcome New Commissioners & Introductions
5. Current Events
6. 2025 Workplan

UPDATES:

7. Work Groups
8. Volunteers

ADJOURN:

Commission Chair Erickson adjourned the meeting at 5:39pm.  
Respectfully submitted by Cynthia Lyman





## Grand Rapids Human Rights Commission Calendar Year 2025 Work Plan

Prepared in accordance with Commission By-laws, Article 10

2025 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>Community Needs Work Group Established</b> - Work group will review relevant resources and data to recommend actions to the HRC around priority issues.	2-303 (b)(f)	<i>Commissioners Meittunen &amp; Blomquist, City staff Pierzina, and Councilor MacGregor</i>		
	<b>Indigenous People’s Day</b> - Work group to be established	2-303 ©			
	<b>Review of Data:</b> - All Commissioners are asked to review the following resources: <ul style="list-style-type: none"> <li>○ <a href="#">ALICE – United Way</a> <ul style="list-style-type: none"> <li>▪ You can download the 2024 report from this , as well as view area specific details</li> </ul> </li> <li>○ HRA-PIT Report – <i>To be released</i></li> <li>○ MN Community Civil Rights – <i>To be released</i></li> <li>○ <a href="#">KOOTASCA</a></li> <li>○ <a href="#">Grand Itasca Community Health Needs Assessment Report</a></li> </ul>	2-303 (a)(b)(f)			
<b>Quarter Total</b>					

<b>Q2 April – June</b>  <u>Possible events/recognitions:</u> <i>Stomp the Stigma – Mental Health Awareness Month – Asian Pacific Islander Heritage Month – LGBTQ+ Pride Month</i>	<b>Support Juneteenth Day Event</b> <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>	2-303 ©			
	<b>Support Pride Day Event/s Awareness</b> <ul style="list-style-type: none"> <li>- Look for opportunities to be involved in and/or support community events, outreach, or publication</li> </ul>	2-303 ©		-	
	<b>Partner / Community Connection</b> <ul style="list-style-type: none"> <li>- Review opportunities to cooperate with other groups/governmental agencies concerned with Human Rights</li> </ul>	2-303 ©			
	<b>Housing</b> <ul style="list-style-type: none"> <li>- Develop a work group to review possible panel in November</li> <li>- Review / attend HRA event in March</li> </ul>	2-303 ©			
	<b>Onboarding</b> <ul style="list-style-type: none"> <li>- Schedule training/speakers/presentations following updated terms and commissioners (March)</li> </ul>	Article 10 (1)			
<b>Quarter Total</b>					

<b>Q3 July – Sept</b>  <i>Possible events/recognitions:</i> ADA / Disability Pride month – Hispanic Heritage Month	<b>Commissioner Survey</b> - Develop and deploy survey for the Human Rights Commissioners that could be offered to other City commissions and boards to better understand the diversity of City groups.	Article 10 (1)(3); 2-301©; 2-303(b)(f)			
	<b>Interfaith Opportunities</b> - Review and explore possible opportunities with various interfaith groups	2-303 ©			
	<b>Indigenous People’s Day</b>	2-303 ©			
<b>Quarter Total</b>					
<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>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!	2-303 ©			
	<b>2025 Planning &amp; Budgeting</b> - Include presentation to city council				
	<b>Housing Panel</b> - Host or support panel on housing/homelessness in November	2-303 ©			
<b>Quarter Total</b>					
<b>2025 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

### 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.

**Community Needs Assessment**

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 other groups\***

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.

**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