



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

**Wednesday, November 29, 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, November 29, 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 Speaker

**APPROVE MINUTES:** |

- [2.](#) Approve October 25, 2023 Minutes

**FINANCIALS:**

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

**BUSINESS:**

4. Workplan Review - Quarter 4, 2023
5. Discuss and Approve Funding Request for Kootasca's 2024 Event

**UPDATES:**

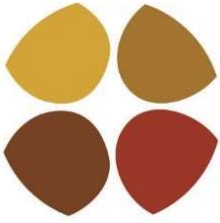
6. Work Groups
  - A) Community Event Work Group; Joselyn, Lussier and Gunderman
  - B) Data and Demographics; Erickson Krumpotich, Learmont and Blomquist
  - C) Programming and Presentations; Joselyn, Krumpotich and Erickson

- [7.](#) 2024 Workplan Review

CALLS/COMPLAINTS/INQUIRIES:

SET AGENDA FOR NEXT MEETING:

ADJOURN:



# CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING MINUTES

Wednesday, October 25, 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, October 25, 2023, at 4:00 PM in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

The meeting was called to order at 4:08pm by Vice Chair Erickson.

### ROLL CALL:

#### PRESENT

Commissioner Angella Erickson  
Commissioner Doug Learmont  
Commissioner Tasha Connelly  
Commissioner Joan Gunderman  
Commissioner Amy Blomquist  
Commissioner Ronald Grossman

#### ABSENT

Commissioner Bernadine Joselyn  
Commissioner Edward Krumpotich  
Commissioner Amanda Lussier

City Staff Present: Human Resources Officer, 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 Blomquist to accept the agenda as presented with the exception of adding an Introduction/Welcome for new Commissioner Grossman. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Connelly, Commissioner Gunderman, Commissioner Blomquist and Commissioner Grossman.**

An Introduction and Welcome was given by the Commission to newly appointed Commissioner, Ron Grossman.

#### PRESENTATION:

##### 1. Guest Speaker

Nick Hansen from Kootasca Community Action came to speak to the Commission regarding their Community Needs Assessment Report for both Itasca and Koochiching Counties. The report is quite extensive (67 pages) and uses not only a compilation of Census Data (Demographic), but also resident interviews. Their findings show challenges that residents are facing such as poverty, housing, mental health and education and can compare to previous demographics data to see trends. This report can be found on their website, Kootasca.org.

#### APPROVE MINUTES:

##### 2. Approve Minutes for September 27, 2023

**Motion made by Commissioner Connelly, Seconded by Commissioner Learmont to accept the Minutes from September 27, 2023. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Connelly, Commissioner Gunderman, Commissioner Blomquist and Commissioner Grossman.**

##### 3. Approve Minutes for October 4, 2023 Worksession

**Motion made by Commissioner Gunderman, Seconded by Commissioner Blomquist. to accept the October 4, 2023 Worksession Minutes. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Connelly, Commissioner Gunderman, Commissioner Blomquist and Commissioner Grossman.**

#### FINANCIALS:

##### 4. Approve Financials for October 2023

**Motion made by Commissioner Connelly, Seconded by Commissioner Gunderman to approve the October 2023 Financials. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Connelly, Commissioner Gunderman, Commissioner Blomquist and Commissioner Grossman.**

#### BUSINESS:

##### 5. Workplan Review, Quarter 4

No discussion.

##### 6. Review and Approve Quotes for Retractable Banner

**Motion made by Commissioner Connelly, Seconded by Commissioner Gunderman to approve the purchase of 2 (two) retractable banners from Minuteman Press for a total of \$573.47. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Connelly, Commissioner Gunderman, Commissioner Blomquist and Commissioner Grossman.**

7. Discuss Funding Request for 2024 Kootasca Event - Commissioner Blomquist

Commissioner Blomquist brought her request for funding of the Twin Cities Gay Men's Choir, performing on January 6th and 7th, 2024. After discussion the Commission tabled the request until the next meeting.

UPDATES:

8. Work Groups

- A) Community Event Work Group; Joselyn, Lussier and Gunderman  
- Indigenous People's Day Event in Review
- B) Data & Demographics; Erickson, Krumpotich and Learmont
- C) Programming & Presentations; Joselyn, Krumpotich and Erickson

A) Commissioner Gunderson gave a recap of the Indigenous People's Day Event. There were many things that went well such as the presentations, the meal and having the vendors, but there were some things that weren't foreseen and other things that happened that were out of the Group's control. This year's event will be a learning experience for planning next year's event.

B) Commissioner Blomquist will be added to the Data & Demographics Workgroup.

C) This work group will be meeting prior to the December Commission Meeting.

9. Review Worksession for 2024 Workplan

Commissioner Erickson would like feedback on the 2024 Workplan and she will have another copy to review with any changes or updates for the next meeting.

CALLS/COMPLAINTS/INQUIRIES:

None.

SET AGENDA FOR NEXT MEETING:

BUSINESS:

- 5. Workplan Review - Quarter 4, 2023
- 6. Discuss and Approve Funding Request for Kootasca 2024 Event

UPDATES:

7. Work Groups

- A) Community Event Work Group; Joselyn, Lussier and Gunderman
- B) Data and Demographics; Erickson Krumpotich, Learmont and Blomquist
- C) Programming and Presentations; Joselyn, Krumpotich and Erickson

## 8. 2024 Workplan Review

ADJOURN:

The meeting adjourned at 5:56pm.

Respectfully submitted by Cynthia Lyman, Administrative Assistant

**CITY OF GRAND RAPIDS  
HUMAN RIGHTS COMMISSION**

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

	Actual <u>11/30/2023</u>
<b>Human Rights Budgeted Expenditures</b>	\$ 7,500
Name Plates	381
Juneteenth Supplies	657
Indigenous People's Day	6,386
Postage Expense	-
	<u>-</u>
<b>Arts &amp; Culture Commission Indigenous People's Day Contribution</b>	2,000
<b>Balance Available</b>	<u><u>\$ 2,076</u></u>

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**Prepared in accordance with Commission By-laws, Article 10**

1



	Intentional discussion around areas for connecting and collaborating with other organizations, entities, businesses, Commissions, and Departments. Initial suggestions include: <ul style="list-style-type: none"> <li>- International Women's Day (March)</li> <li>- Mental Health / NAMI</li> <li>- Homelessness</li> </ul>				
	<b>Development of Juneteenth &amp; Pride Event Task Forces</b>				
	<b>Quarter Total</b>			<b>\$700</b>	
<b>Q2 April – June</b>  <i>Possible events/recognitions:</i> <i>Stomp the Stigma – Mental Health Awareness Month – Asian Pacific Islander Heritage Month – LGBTQ+ Pride Month</i>	<b>Training and Collaboration</b> Provide at least one (1) of each following area to support growth, development, and collaboration: <ul style="list-style-type: none"> <li>- Onboarding topic</li> <li>- Presentation + Q&amp;A</li> <li>- Current event or “hot topic” item for presentation and discussion</li> <li>- Protected class topic or event</li> <li>- Connect with other commission / department within City</li> </ul>	City code Division 6 Commission Bylaws		\$100	
	<b>Development of Indigenous People's Day Event Task Force</b> Reminder work group should meet with prior to school summer break and begin conversation on support needed			-	
	<b>Support Juneteenth Day Event</b> -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 -Banner request to city!	Sec. 2-303(3)		\$2,000	
	<b>Support Pride Day Event/s Awareness</b> - Look for opportunities to be involved in and/or support community events, outreach, or publication			\$1,000	
	<b>Quarter Total</b>			<b>\$3,100</b>	

<b>Q3 July – Sept</b>  <u>Possible events/recognitions:</u> ADA / Disability Pride month – Hispanic Heritage Month	<b>Training and Collaboration</b> Provide at least one (1) of each following area to support growth, development, and collaboration: <ul style="list-style-type: none"> <li>- Onboarding topic</li> <li>- Presentation + Q&amp;A</li> <li>- Current event or “hot topic” item for presentation and discussion</li> <li>- Protected class topic or event</li> <li>- Connect with other commission / department within City</li> </ul>	City code Division 6 Commission Bylaws, including Article Ten		\$100	
	<b>Collaboration Opportunities with City / Community</b> <ul style="list-style-type: none"> <li>- Community Connect</li> <li>- Fair booth</li> <li>- Tall Timber Days</li> <li>- Neighborhood Block Party</li> </ul>				
	<b>Marketing &amp; Awareness</b> - Press Release				
	<b>2024 Work Plan Review – DUE JULY</b>				
	<b>Quarter Total</b>			<b>\$100</b>	
<b>Q4 Oct – Dec</b>  <u>Possible events/recognitions:</u> (Nov) Native American Heritage Month – International Day of Persons with Disabilities – Human Rights Day	<b>Training and Collaboration</b> Provide at least one (1) of each following area to support growth, development, and collaboration: <ul style="list-style-type: none"> <li>- Onboarding topic</li> <li>- Presentation + Q&amp;A</li> <li>- Current event or “hot topic” item for presentation and discussion</li> <li>- Protected class topic or event</li> <li>- Connect with other commission / department within City</li> </ul>	City code Division 6 Commission Bylaws, including Article Ten		\$100	0
	<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!	Sec. 2-303(1, 3) Article(10)(3, 5)	Event scheduled for Mon 10/9	\$3,000	
	<b>2025 Planning &amp; Budgeting</b> <ul style="list-style-type: none"> <li>- Include presentation to city council</li> </ul>				
	<b>Human Rights Awareness Events - Human Rights Day (Dec 10)</b>	Sec. 2-301		\$500	

	<b>75<sup>th</sup> Anniversary</b> -Community Conversations -Possible tie to school collaboration -Possible speakers and presentations - Possible Event	Sec. 2-303(5)			Item 7.
	<b>Quarter Total</b>			<b>\$3,600</b>	
	<b>2024 Commission Budget</b>	<b>\$7,500</b>			
	<b>Budgeted Expenditures</b>			<b>\$7,500</b>	
	<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:

<b>Protected Classes</b>	<b>Protected Area</b>
<b>RACE</b>	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