

CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING AGENDA

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.

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. September Speaker

APPROVE MINUTES:

- [2.](#) Approve Minutes for June 28, 2023

FINANCIALS:

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

BUSINESS:

4. Welcome New Commissioner Amy Blomquist
5. Resignation of Commissioner Ashley Goodman
- [6.](#) Approve Donation Request from ISD 318 Ojibwe Education Program - Tall Timber Days Exhibition Pow-Wow
- [7.](#) Training
- [8.](#) Workplan Review
 - A) Quarter 3
 - B) Quarter 4

UPDATES:

9. Work Groups

A) Community Event Work Group; Joselyn, Lussier, Goodman and Gunderman

B) Data & Demographics; Erickson, Krumpotich and Learmont

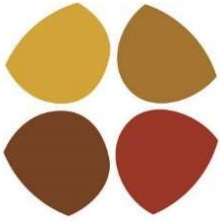
C) Programming & Presentations; Joselyn Krumpotich and Erickson

10. Indigenous People's Day

CALLS/COMPLAINTS/INQUIRIES:

SET AGENDA FOR NEXT MEETING:

ADJOURN:



CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING MINUTES

Wednesday, June 28, 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, June 28, 2023 at 4:00PM in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

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

ROLL CALL:

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

CITY STAFF PRESENT: City Attorney Chad Sterle

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 Gunderman, Seconded by Commissioner Goodman to approve the agenda as presented. All in favor, Motion passed.

PRESENTATION:

City Attorney Chad Sterle discussed the State of Minnesota Open Meeting Law to the Commission.

1. Monthly Speaker – July: None

APPROVE MINUTES:

2. Approve the June 7, 2023, Special Meeting Minutes

Motion made by Commissioner Erickson, Seconded by Commissioner Joselyn to approve the minutes for the Special Meeting held on June 7th, 2023. All in favor, motion passed.

FINANCIALS:

3. Review June Financials - there has been no change.

BUSINESS:

4. Review Grand Rapids Virtual Meeting Policy

City Attorney Chad Sterle discussed the State's Virtual Meeting Policy.

5. Possible Meeting Date/Time Change & ICTV

Human Resource Officer Chery Pierzina will be bringing this to the Commission regarding the potential of ICTV covering the Human Rights Commission Meetings. This may also depend on their staff availability and the possibility of the Commission to change their monthly meeting day. More information to follow.

6. Training Opportunities

The Commissioners are to look at the document that was brought to the Commission last year by Commissioners Joselyn and Learmont and decide what interests them and where they would like to focus their training.

7. Workplan Review

- A) Current
- B) Quarter 3
- C) Quarter 4

A) It's still Quarter 2 and Juneteenth will be discussed in the Work Group agenda item. Comments were that the Commission has to contact Public Works ahead of time to have the banner put up for Juneteenth.

B) Quarter 3 Programming and Presentation Updates and Educational Opportunities. Outreach should begin for these items.

C) Discuss Quarter 4 which includes Indigenous Peoples Day and the Human Rights Awareness Day. Collaboration for Indigenous People's Day was mentioned and Commissioner Joselyn will be speaking with the Arts and Culture Commission.

UPDATES:

8. 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

A) The Community Event Work Group had brochures made for the Juneteenth Holiday which they distributed in high traffic areas. The banner didn't automatically go up and the Commission needs to call Public Works a week prior to put it up.

There will be an update at the next meeting from the Work Group on the Indigenous People's Day Event where the Commission will be taking the lead and discuss collaborating with the Arts & Culture Commission.

B) Discussed Demographic Data that showed percentages of population in the Community/Area from the 2020 Census. There were several areas of interest such as Disabilities, Poverty and Income Levels, Gender Gaps and Housing.

C) Programming & Presentations Discussion. School outreach and check on quote for retractable stands.

9. Juneteenth

Commissioner Krumpotich had to leave the meeting at 5:10 and the Commission Vice Chair Erickson will proceed with the meeting, there was still a quorum.

Review of Juneteenth has been discussed throughout the meeting, but it was said that the Work Group did a good job in a short amount of time and also with the distribution of the brochures in the high traffic areas. The brochures can be used for next year as well.

10. Pride Month: No discussion.

CALLS/COMPLAINTS/INQUIRIES: None.

SET AGENDA FOR NEXT MEETING:

BUSINESS:

4. Training
5. Workplan Review
 - A) Current Quarter 3
 - B) Quarter 4

UPDATES:

6. 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
7. Indigenous People's Day

ADJOURN:

Motion made by Commissioner Connelly, Seconded by Commissioner Goodman to adjourn at 5:25pm. All in favor, Motion passed.

Attest and respectfully submitted by Cynthia Lyman

**CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION**

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

	<u>Actual 8/31/2023</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>\$ 6,825</u>

Anishinaabe Gikinoo'amaadiwin

1195 NE 10th St Grand Rapids, MN 55744

July 17th, 2023

Dear kind community entity,

ISD 318 Anishinaabe Gikinoo'amaadiwin program (Ojibwe Education) would like to host a Native American pow-wow exhibition along with a float for the Tall Timber Days in Grand Rapids, MN. This event takes place the first weekend in August. This year those dates are August 4th, 5th and 6th, 2023. This event is embraced by the community, and our programming thinks this would be a great time to offer teachings of our beautiful culture for others to understand.

Our programming has made huge strides within all of our ISD 318 schools, we are bringing awareness everyday to the different language and culture we hold dear to our hearts. To hear students speak words in Ojibwe walking down the hallway, to having students enjoy the comforts of our Ojibwe education room for conversations about their days, we are open to all and bring awareness to all.

Over a decade ago, I had a float in the parade and shared our wonderful culture with everyone. During this time we were met with negativity, I embraced my children to be strong enough to endure the negative, to be the positive for others. Our community has now moved forward from a lot of these outbursts through education and awareness, and our program is at a point in time we are ready to share with the community the beauty that lies within the Ojibwe culture.

With this being said, our dance troupe is asking for monetary donations to cover the expenses of putting on an exhibition pow-wow. There are the costs of sound system, honorarium for the drum group, honorarium for the dancers, and the MC for the exhibition. If you are interested or willing to donate please contact [Jessica Bobrowski](mailto:jbobrowski@isd318.org) at 218-259-6556 or jbobrowski@isd318.org

Sincerely,

Jessica Bobrowski - Program Coordinator, Erica Bobrowski- student advocate

Training Options for Grand Rapids Human Rights Commission

	Topic	Resources
Legal Framework, Policy, and Process		
1	Universal Human Rights	United Nations Association of the United States of America, MN Chapter speaker's bureau https://unamn.org/speakersbureau/ 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: audel.shokohzadeh@state.mn.us</p> <ul style="list-style-type: none"> •"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 •"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 •"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.
4	Introduction to Robert's Rules	
5	Alternative Meeting Processes	
Inter-Cultural Competence/Anti-Racism		
6	Implicit Bias/White Supremacy Culture	<p>FREC – Facilitating Racial Equity Collaborative https://overcomingracism.org/programs/greater-minnesota-partnerships/ 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"> 1. Help FREC learn about the issues and challenges of racial justice in different parts of the state. 2. Help FREC build new relationships around the state. 3. Support collaborative anti-racism/racial justice work around the state, including financial support 4. Strengthen Minnesota's anti-racism infrastructure. <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 info@overcomingracism.org. To apply, please fill out the online application.</p>
Perspectives and Experience of Protected Classes		
7	Indigenous Rights <ul style="list-style-type: none"> • Relations with Sovereign Tribal Nations/ • Treaty Rights • Ainishinaabe World View 	
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	
Current Issues		
11	Grand Rapids Police policies, training, interaction practice	
	Grand Rapids City staff policies training, interaction practice	<p>Resources from the League of MN Cities: https://www.lmc.org/resources/race-equity/ https://www.racialequityalliance.org/</p> <p>LMC recommendations on Key actions for cities to consider in addressing racial inequities:</p> <ul style="list-style-type: none"> • Explore the demographic history, including the racial history, and current demographics of the community. • 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). • Identify local partners/community groups to engage in conversation about the experiences of people of color in the community. • 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). • 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). • 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. <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"> • Race: Power of an Illusion (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. • Zootopia – for film and discussion groups about diversity and inclusion. • White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo – for employee book club discussions. • A Good Time for the Truth (essays by Minnesotan authors who identify as people of color) – for discussion groups. • Implicit Bias: Peanut Butter, Jelly and Racism (PBS video) – for employee and elected official training sessions. <p>These are just a few examples. For the complete list of materials, including books, films, podcasts and short video clips please contact Rachel Walker at walker@lmc.org.</p>

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	<p>Improve Marketing Efforts</p> <ul style="list-style-type: none"> - 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	
<p><i>Protected Class Spotlight:</i></p> <p>Jan – None Feb – Race Mar – Sex</p>	<p>New commissioner on-boarding and commissioner training and education</p> <ul style="list-style-type: none"> - 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	
	<p>Human Rights Awareness – Presentations w/ ISD. 318 High School Students</p> <p>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, MIN North – Itasca, faith groups, etc.)</i></p>			\$300	
	<p>Reif Players Connect/Conversation</p> <p>Explore opportunities to invite and/or visit with Reif Players re: donation to the HRC.</p>			-	

	<p>Workgroup Development Identify major yearly events/interests and assign commissioners to support. The commission believes this will encourage more proactive approach to some of our events and partnering opportunities. Possible groups may include but are not limited to:</p> <ul style="list-style-type: none"> - Indigenous Peoples Day – Data & Demographics – Commissioner Training – Programming and Presentations – Marketing <p>Gather and evaluate demographic data</p> <ul style="list-style-type: none"> - Review 2022 data to review and inform possible changes to work plan and priorities -Possible training with Ben Winchester of UMN Extension -Gather or develop information on areas of greatest concern regarding human rights issues -Develop, as appropriate, activities or policy recommendations to address human rights concerns 	<ul style="list-style-type: none"> • Connect with Will Richter from Library • Outreach to Wilder 	<p>-</p> <p>\$500</p>	
Quarter Total				
<p>Q2 April – June</p> <p><i>Protected Class</i> <u>Spotlight:</u> <i>Apr – None</i> <i>May – Age</i> <i>June – Sexual orientation</i></p>	<p>Commissioner on-boarding and commissioner training and education</p> <ul style="list-style-type: none"> - Conduct training for new and existing Commissioners -Reports at commission meetings to improve knowledge about commission duties, human rights issues, and human rights concerns <p>Outreach to Jessica B. / Anishinaabe Education re: Indigenous People’s Day Celebration 2023</p> <p>Reminder work group should meet with prior to school summer break and begin conversation on support needed</p> <p>Outreach to Girls and Boys Club</p> <p>Reach out to see about possibly collaboration opportunities with B&G Club during their summer programming in April</p> <p>Sponsorship of MacRostie and “Waiting for Beds” Exhibit in May</p> <p>More details TBA – total project \$2—3K, centers on disability</p> <p>Support Juneteenth Day Event</p>	<p>City code Division 6 Commission Bylaws</p>	<p>\$1,650</p> <p>\$100</p> <p>-</p> <p>-</p> <p>\$500</p> <p>\$2,000</p>	
Sec. 2-303(3)				

	-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					
TOTAL ACTUAL EXPENDITURES				\$2,217	

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