



CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING AGENDA

**Wednesday, December 28, 2022
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 Weekday, December 28, 2022 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. Monthly Speaker: December

APPROVE MINUTES:

- [2.](#) Approve November 30, 2022 Minutes
- [3.](#) Approve November 30, 2022 Worksession Minutes

FINANCIALS:

- [4.](#) Review Financials for December 2022.

There has been no change since November Financials.

BUSINESS:

5. Election of Officers
6. New City Councilor to the Commission

UPDATES:

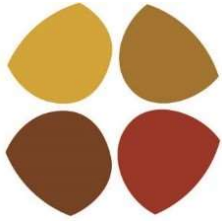
7. Human Rights Awareness Day - Recap
8. 2023 Workplan Review and Finalization

9. Nameplates

CALLS/COMPLAINTS/INQUIRIES:

SET AGENDA FOR NEXT MEETING:

ADJOURN:



CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING MINUTES

**Wednesday, November 30, 2022
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 30, 2022 at 4:00PM at the PW/PUC Service Center, 500 SE 4th St, Grand Rapids, Minnesota.

The meeting was called to order at 4:07pm.

ROLL CALL:

PRESENT

Commissioner Angella Erickson
Chairperson Lea Friesen
Commissioner Doug Learmont
Commissioner Tasha Connelly
Commissioner Ashley Goodman
Commissioner Edward Krumpotich
Commissioner Amanda Lussier
Commissioner Joan Gunderman

ABSENT

Commissioner Bernadine Joselyn

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 Connelly and Second by Commission Chair Friesen to add Nameplates to the Agenda under Business. All in favor, motion passed to accept the amended agenda.

PRESENTATION:

1. Monthly Speaker: November

None

APPROVE MINUTES:

2. Approve October 26th, 2022, Minutes

Motion made by Commissioner Erickson and Second by Commissioner Connelly to approve the October 26th, 2022 Minutes. All in favor, motion passed.

FINANCIALS:

3. Review Financials for November 2022

Discussion regarding the Human Rights Commission's Financials. There were two motions made depending on whether the funds left from 2022 Budget will be allowed to be carried-over into 2023 Budget due to the precedence set by Covid.

Motion #1 made by Commissioner Erickson and Second by Commission Chair Friesen to spend up to \$3,300 for marketing and supportive materials for the Human Rights Commission if the remainder of the 2022 Budget does not carry over into 2023. All in favor, motion passed.

Motion #2 made by Commissioner Erickson and Second by Commissioner Goodman that in the event that the city should allow the remainder of the 2022 Budget to carry-over into the 2023 Budget the previous motion to spend up to \$3,300 for marketing and support materials for the Human Rights Commission, would no longer be valid. All in Favor, motion passed.

BUSINESS:

4. Work Plan Review

The Work Plan Review will be part of the Work Session following this meeting. This item will be tabled until then.

- 4A. The Agenda Item of Nameplates was added as to the Agenda. Commissioner Connelly will check into prices of new nameplates for the Human Rights Commission.

UPDATES:

5. IDI Training

This item will be tabled until the January Meeting due to there being a new City Human Resources Director, Chery Pierzina.

6. City Human Resources Follow-Up

This Agenda item will also be tabled as it also involves following up with the new City Human Resources Director, Chery Pierzina.

7. Work Group Update

Update from the Work Group on Human Rights Awareness Event to follow.

8. Human Rights Awareness Event

A draft handout was provided of the Human Rights Awareness Day coming up on December 9th, 2022. There is interest at School District 318 and it fits with their curriculum at the high school level, but most of the teachers that were interested could not fit it in until the 3rd or 4th quarter of the 2022-23 school year. There is a possibility that it can still be presented yet this year at the school.

Motion made by Commissioner Friesen and Second by Commissioner Erickson to move forward with the December 9th, 2022 Human Rights Awareness Day at the School District if possible. All in favor, motion passed.

CALLS/COMPLAINTS/INQUIRIES:

Commissioner Connelly spoke to the City Administrator during this meeting. City Administrator, Tom Pagel, told Commissioner Connelly that the Commission will be allowed to carry-over the remainder of the 2022 Budget of \$3,333.00 for 2023. The previous Motion, #2, stated in the Financials, is now valid as per City Administrator Pagel.

SET AGENDA FOR NEXT MEETING:

BUSINESS:

4. Election of Officers
5. New City Councilor to the Commission

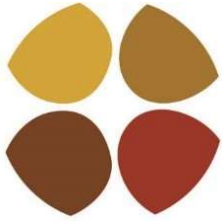
UPDATES:

6. Human Rights Awareness Event Recap
7. 2023 Workplan Review and Finalization
8. Nameplates

ADJOURN:

The meeting was adjourned at 5:25pm.

Respectfully submitted by Cynthia Lyman



CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION WORKSESSION MINUTES

**Wednesday, November 30, 2022
5:30 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 30, 2022 at 5:30PM at the PW/PUC Service Center, 500 SE 4th St, Grand Rapids, Minnesota.

The Worksession came to order at 5:40pm.

BUSINESS: 2023 WorkPlan

The Human Rights Commission's work session focused on a review of the 2022 Workplan. They discussed both challenges and changes they would make from the past year and also celebrations of things that went well throughout 2022. A draft 2023 Workplan will accompany the next meeting in December for review and finalization to be approved by the City Council.

ADJOURN:

Attest: Cynthia Lyman, Administrative Assistant

**CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION**

**SCHEDULE OF CHANGES IN REVENUE AND EXPENDITURES
FOR THE PERIOD ENDING NOVEMBER 30, 2022**

| | <u>Actual 11/30/2022</u> |
|--|------------------------------|
| Human Rights Budgeted Expenditures | \$ 7,500 |
| Juneteenth Banners | 1,801 |
| NLCS Transportation Reimbursement | 97 |
| Pioneer Press Ad "Happy Pride GRHRC" | 720 |
| Kootasca Community Action Contribution to Juneteenth Event | 450 |
| Indigenous People's Day | 1,849 |
| Postage Expense | - |
| | <u>-</u> |
| Donations Received (Grand Rapids Players) | 750 |
| Balance Available | <u>\$ 3,333</u> |

Human Rights Commission – November 30th Work Group Session Notes

To start the 2023 work planning session, commissioners took a couple of moments to reflect on things that went well/worth celebrating as well as challenges/missed opportunities.

We used this information to help guide the initial planning of the 2023 Work Plan.

Themes for what went well:

- Pride PR
- Events
 - o Juneteenth
 - o Indigenous People's Day
 - o Georgia Fort
 - o Community Voices (may have been 2020?)
- Administrative / Procedure
 - o Workplan development
 - o Focused and organized meetings
- Community Engagement
 - o New outreach (ex. Juneteenth presence at table)
 - o New connection with ISD. 318 (Human Rights Awareness Presentations)

Themes for what was missed/changes/challenges:

- Administrative / Procedure
 - o Reconsider practice of monthly speakers – look to add as relevant/needed
 - o Meeting length (shorten)
 - o Improving diversification of membership on commission
 - o Steering clear of discussions on agencies/people that are beyond scope of work
 - o Staying more focused on vision
- Training
 - o Provide more opportunities
- Events
 - o More awareness and sponsorship
 - o More events – interactive, arts driven, film opportunities
 - o Further community engagement
- Marketing
 - o More emphasis on topic/events with local community (pre- and post-)
 - o Making events more visible for community that we are sponsoring / supporting
- Data & Demographics
 - o Using information to inform and develop priorities
 - o More emphasis on developing community demographics

| | | | | | |
|---|---|--|--|----------------|--|
| | 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: <ul style="list-style-type: none"> - Indigenous Peoples Day – Data & Demographics – Commissioner Training – Programming and Presentations – Marketing | | | - | |
| | Gather and evaluate demographic data - 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 | Sec. 2-303(3)(1, 2, and 6) Sec. 2-301 (a) | <ul style="list-style-type: none"> • Connect with Will Richter from Library • Outreach to Wilder | \$500 | |
| | Quarter Total | | | \$1,650 | |
| Q2 April – June <i>Protected Class Spotlight:</i> Apr – None May – Age June – Sexual orientation | Commissioner on-boarding and commissioner training and education - Conduct training 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 | | \$100 | |
| | Outreach to Jessica B. / Anishinaabe Education re: Indigenous People's Day Celebration 2023 Reminder work group should meet with prior to school summer break and begin conversation on support needed | | | - | |
| | Outreach to Girls and Boys Club Reach out to see about possibly collaboration opportunities with B&G Club during their summer programming in April | | | - | |
| | Sponsorship of MacRostie and "Waiting for Beds" Exhibit in May More details TBA – total project \$2—3K, centers on disability | | | \$500 | |
| | Support Juneteenth Day Event | Sec. 2-303(3) | | \$2,000 | |

| | | | | | |
|---|---|--|--|----------------|--|
| | -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 | | | \$2,217 | |
| | TOTAL ACTUAL EXPENDITURES | | | | |

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