

CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING AGENDA

**Wednesday, November 19, 2025
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 19th 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 Minutes from Oct 22nd, Worksession
- [2.](#) Approve Minutes for October 29th, Regular Meeting

FINANCIALS:

- [3.](#) Review November Financials

BUSINESS:

- [4.](#) Review 2026 Workplan

UPDATES:

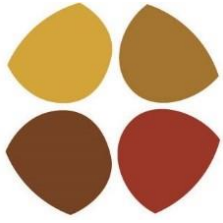
5. Community Resources Discussion
6. Itasca Housing Resource Team (IHRT)/Hunger & Homeless Awareness Week
7. Community Engagement/Education and/or Internal Collaboration
8. CNA WG: Council Representative MacGregor, Commissioners Meittunen & Blomquist
ADA Compliance WG: Commissioners Learmont & Erickson
Community Events WG: Commissioners Erickson, Jackson and Dokken

City Staff/Volunteer Survey WG: Commissioners Erickson and Jackson
Ordinance WG: Council Representative MacGregor, Commissioners Learmont & Erickson
Interfaith WG: Commissioner Grossman

CALLS/COMPLAINTS/INQUIRIES:

SET AGENDA FOR NEXT MEETING:

ADJOURN:



CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION WORKSESSION MEETING MINUTES

Wednesday, October 22, 2025
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 Worksession on Wednesday, October 22nd, 2025, 4pm, in City Hall Council Chambers at 420 North Pokegama Avenue, Grand Rapids, Minnesota.

The worksession was called to order by Chair Commissioner Erickson at 4:05pm.

ROLL CALL:

PRESENT

Commissioner Angella Erickson
Commissioner Doug Learmont
Commissioner Amy Blomquist
Commissioner Stephanie Meittunen
Council Representative Molly MacGregor
Commissioner Janet Miller

ABSENT

Commissioner Ronald Grossman
Commissioner Katelyn Dokken
Commissioner Julee Jackson

BUSINESS:

1. 2026 Workplan

The Human Rights Commission held a worksession to plan the 2026 Human Rights Commission Workplan. They reviewed 2025 and the following were some of the points discussed and then used to guide the planning of the 2026 Workplan:

2025 Barriers

Funding
Time

2025 Success/Continue

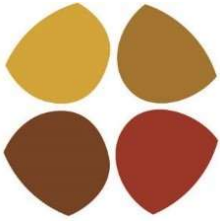
Community Needs Assessment
Leveraging Commissioner strengths
Active Participant in Events
Commissioner Training

- Presentations
- Support of Disability Rights
- 2025 Changes/Ideas
 - Role Clarification
 - Presenting to Outside of the City Organizations
 - Facilitation Opportunities to Host Community Conversations
 - Press Release Opportunities
 - ISD 318 Rep on Commission
 - Meet Opportunities as they Arise
 - Events
 - Community Needs Assessment - How to Continue to Use
 - Where to put Energy into Partnerships
- Vision
 - Community Awareness
 - Education Outreach & Communication
 - Our Role
 - Listening to Community
- Priority Activities for 2026
 - Presentations to Outside Organizations
 - Hosting Events: Story Stitch/Braver Angels
 - Volunteer at Established Community Events
 - Define/Frame our Role/Work - Ordinance Review
 - Mindful of Spending Budgeted Funds
- Action Steps
 - Workplan Draft with Priorities
 - Story Stitch/Braver Angels

ADJOURN:

Motion made by Commissioner Blomquist, Seconded by Commissioner Miller to adjourn at 6:01pm. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Blomquist, Commissioner Meittunen, Council Representative MacGregor, Commissioner Miller

Respectfully submitted by Cynthia Lyman



CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION MEETING MINUTES

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

The meeting was called to order at 4:00 pm.

ROLL CALL:

PRESENT

Commissioner Angella Erickson
Commissioner Doug Learmont
Commissioner Amy Blomquist
Commissioner Ronald Grossman
Commissioner Julee Jackson
Commissioner Stephanie Meittunen
Council Representative Molly MacGregor
Commissioner Janet Miller
City Liaison, City Attorney, Chad Sterle

ABSENT

Commissioner Katelyn Dokken

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 Meittunen to approve the agenda. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Blomquist, Commissioner Grossman, Commissioner Jackson, Commissioner Meittunen, Council Representative MacGregor, Commissioner Miller

PRESENTATION:

1. Jaci David, Verweven Strategies, LLC

Jaci David of Verwevan Strategies discussed her proposal to the Human Rights Commission. There were three points from her proposal:

- Refreshing Guiding Documents
- Develop a Framework to look at issues brought up to the Commission
- Support Implementation of the Framework

The proposal had helpful ideas that are not set in stone and her Budget, which included a discounted rate and some hours as pro-bono.

Commissioner Blomquist arrived at 4:08pm

APPROVE MINUTES:

2. Approve September 24th, 2025, Minutes

Motion made by Council Representative MacGregor, Seconded by Commissioner Grossman to approve the September 24th, 2025, Minutes with a change under Business #4, from MacGregor to Erickson. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Blomquist, Commissioner Grossman, Commissioner Jackson, Commissioner Meittunen, Council Representative MacGregor, Commissioner Miller

FINANCIALS:

3. Review October Financials - No Change

The Commission reviewed the Financials.

BUSINESS:

4. Review Bylaws & City Ordinances
5. Workplan

The Commission reviewed the 2025 Workplan. One of the items that was discussed was the lack of an event for Indigenous People's Day. The Commission will work on having something ready to go for next year.

6. Review 2026 Workplan Worksession

Commissioner Grossman would like to add the Hunger and Homeless Awareness Week to the Workplan for 2026. He also gave additional documentation of community resources that the Commission agreed they would ask to be posted on the City's website.

Renee Kern stopped in to tell the Commission about Father's Heart and Hands. Their Ministries include a Food Pantry, Clothing Closet (& Blankets) and Healing. She said that they anticipate that the assistance industry will see an enormous uptick for needs in November.

7. Discuss Green Voices/Story Stitch & Braver Angels Workshop

Councilmember MacGregor signed up for the training classes held by Green Voices/Story Stitch. There is opportunity to teach the classes to others possibly through the Itasca County Health and Human Resources and/or Community Education. She will find out more

information. Their subscription is \$99.00 per year.

Motion made by Commissioner Blomquist, Seconded by Commissioner Miller to approve and pay for a yearly subscription to Green Voices/Story Stitch for \$99.00. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Blomquist, Commissioner Grossman, Commissioner Jackson, Commissioner Meittunen, Council Representative MacGregor, Commissioner Miller

8. Itasca Housing Resource Team IHRT/Hunger & Homeless Awareness Week

The National Hunger Awareness Week is November 16th through November 22nd, 2025, with an event scheduled on the Central School Grounds on November 19th, 2025. The Itasca Housing Resource Team (IHRT) sent a letter to the Human Rights Commission seeking support for both a standing and a hanging banner for National Hunger and Homeless Awareness Month. They are requesting to reimburse Grace House for up to \$300.00, as they will be purchasing the banners on behalf of IHRT.

**Motion made by Commissioner Blomquist, Seconded by Commissioner Miller to approve and reimburse Grace House for the purchase of a standing and hanging banner for up to \$300.00 for National Hunger and Homeless Awareness Month. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Blomquist, Commissioner Grossman, Commissioner Jackson, Council Representative MacGregor, Commissioner Miller
Voting Abstaining: Commissioner Meittunen**

UPDATES:

9. Community Engagement/Education and/or Internal Collaboration

Commissioner Miller brought a request for sponsorship to the Commission for the Indigenous Day of Mourning, scheduled for November 20th, 2025, at the Central School Grounds. This one day will observe three different dates: the Trans Day of Remembrance-11/20, the Indigenous Day of Mourning-11/27 and the World AIDS Day-12/1. There are 4 Parts to the Event: Part 1- Indigenous Art Collaboration with Fire in the Village, \$500.00, Part 2-Candelight Vigil, \$150.00, Part 3-Community Dinner, \$350.00 and Part 4-Publicity, \$50.00.

**Motion made by Commissioner Blomquist, Seconded by Commissioner Grossman to approve and pay for the sponsorship of the Indigenous Day of Mourning on November 20th, 2025, \$1,000 excluding Part 4-Publicity. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Blomquist, Commissioner Grossman, Commissioner Jackson, Commissioner Meittunen, Council Representative MacGregor
Voting Abstaining: Commissioner Miller**

10. CNA WG: Council Representative MacGregor, Commissioners Meittunen & Blomquist

ADA Compliance WG: Commissioners Learmont & Erickson

Community Events WG: Commissioners Erickson, Jackson and Dokken

City Staff/Volunteer Survey WG: Commissioners Erickson and Jackson

Ordinance WG: Council Representative MacGregor, Commissioners Learmont & Erickson

Interfaith WG: Commissioner Grossman

Commission Chair Erickson said that she would send the Volunteer Survey out to the City Clerk, Kim Gibeau.

The Community Needs Assessment Report was included in the packet. It's all the same, but it was formatted a little differently.

Motion made by Council Representative MacGregor, Seconded by Commissioner Grossman to move the next meeting to November 19th, 2025, instead of the scheduled meeting on November 26th, 2025, the day before Thanksgiving. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Blomquist, Commissioner Grossman, Commissioner Jackson, Commissioner Meittunen, Council Representative MacGregor, Commissioner Miller

CALLS/COMPLAINTS/INQUIRIES:

None

SET AGENDA FOR NEXT MEETING:

BUSINESS:

4. Review 2026 Workplan

UPDATES:

5. Community Resources Discussion
6. Itasca Housing Resource Team (IHRT)/Hunger & Homeless Awareness Week
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8. CNA WG: Council Representative MacGregor, Commissioners Meittunen & Blomquist
 ADA Compliance WG: Commissioners Learmont & Erickson
 Community Events WG: Commissioners Erickson, Jackson and Dokken
 City Staff/Volunteer Survey WG: Commissioners Erickson and Jackson
 Ordinance WG: Council Representative MacGregor, Commissioners Learmont & Erickson
 Interfaith WG: Commissioner Grossman

ADJOURN:

Motion made by Commissioner Miller, Seconded by Council Representative MacGregor to adjourn at 6:05pm. Voting Yea: Commissioner Erickson, Commissioner Learmont, Commissioner Blomquist, Commissioner Grossman, Commissioner Jackson, Commissioner Meittunen, Council Representative MacGregor, Commissioner Miller

Respectfully submitted by Cynthia Lyman

CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION

SCHEDULE OF CHANGES IN REVENUES AND EXPENDITURES
FOR THE PERIOD ENDING JULY 31, 2025

SUBSIDIARY	ACCOUNT	NUMBER	ENTITY	DATE	MEMO	AMOUNT
City of Grand Rapids	003225 003225 - Human Rights Commission	Government Budget #61		1/1/2025		\$ 7,500.00
City of Grand Rapids	003225 003225 - Human Rights Commission	Bill #280092	V04393 TREASURE BAY PRINTING	2/4/2025	NAMEPLATES BLOOM/MEITTUNEN	\$ 43.00
City of Grand Rapids	003225 003225 - Human Rights Commission	Bill #2025 MM/JG EVENT	V00073 JUDY GARLAND CHILDRENS MUSEUM	4/30/2025	BRONZE EVENT SPONSORSHIP	\$ 500.00
City of Grand Rapids	003225 003225 - Human Rights Commission	Bill #050125	V04318 KOOTASCA COMMUNITY ACTION INC	5/1/2025	JUNETEENTH FREEDOM WALK/PICNIC	\$ 500.00
City of Grand Rapids	003225 003225 - Human Rights Commission	Bill #202504	V00072 ITASCA PRIDE	5/8/2025	ITASCA PRIDE SPONSORSHIP 6-22	\$ 1,000.00
City of Grand Rapids	003225 003225 - Human Rights Commission	Bill #73091.00	V00090 ASSOCIATION OF MN COUNTIES	5/14/2025	25 5-14 JACKSON HRC TRAINING	\$ 30.00
City of Grand Rapids	003225 003225 - Human Rights Commission	Bill #73092.00	V00090 ASSOCIATION OF MN COUNTIES	5/14/2025	25 5-14 SWEITTUNEN HRC TRAININ	\$ 30.00
City of Grand Rapids	003225 003225 - Human Rights Commission	Bill #062225	V00092 ANGELLA ERICKSON	6/22/2025	STX PAID	\$ 5.33
City of Grand Rapids	003225 003225 - Human Rights Commission	Bill #062225	V00092 ANGELLA ERICKSON	6/22/2025	6-22-25 5661 PRIDE BRKFST ICE	\$ 4.98
City of Grand Rapids	003225 003225 - Human Rights Commission	Bill #062225	V00092 ANGELLA ERICKSON	6/22/2025	6-22-25 2648 PRIDE BRKFST ICE	\$ 4.98
City of Grand Rapids	003225 003225 - Human Rights Commission	Bill #062225	V00092 ANGELLA ERICKSON	6/22/2025	6-20-25 #04565 PRIDE BREAKFAST	\$ 191.15
BUDGET BALANCE REMAINING						\$ 5,190.56

Subtract \$21.50 for Treasure Bay from 8-27-25,
which makes the Budget Balance \$5,169.06 at the
end of August.

For Nov Financials, The HRC sponsored Itasca
Pride for the Day of Mourning for \$1,000,
therefore remaining balance would be \$4,169.06.



Grand Rapids Human Rights Commission Calendar Year 2026 Work Plan

Prepared in accordance with Establishing Ordinance and Commission By-Laws

All activities for 2026 are supported by our guiding vision themes of: Community Awareness; Education outreach and Communication; Our Role; Collaboration; and Listening to Community

2026 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 <i>Possible events/recognitions:</i> International Women's Day – Black History Month	Ordinance Review Review and clarify HRC role and alignment with city ordinances	2-303 (F)		\$0	
	Fair Housing Act Support development of work group to review possible panel / other community engagement opps within Itasca County	2-303 (B, C, E, F)		\$1,500	
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		\$0	
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		\$0	
Quarter Total					
Q2 April – June <i>Possible events/recognitions:</i> Stomp the Stigma – Mental Health Awareness Month – Asian Pacific Islander Heritage Month – LGBTQ+ Pride Month	Story Stitch Event Host community event - either facilitating or bringing someone in. Education/outreach, listen to community	Article 10 (1, 2, 3)		\$1,500	
	Volunteer at Stomp on Stigma Community awareness and collaboration at established community event	2-303 (B, C) Article 10 (2, 3, 4, 5)		\$500	
	Volunteer at Pride Event Community awareness and collaboration at established community event	2-303 (B, C) Article 10 (2, 3, 4, 5)		\$1,000	
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		\$0	
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		\$0	
Quarter Total					

2026 QUARTER	GOAL OR ACTIVITY (refer to goal or activity description page for more detail)	ORDINANCE	ACTION TAKEN	EST. COST (See Notes)	ACTUAL
Q3 July – Sept <i>Possible events/recognitions:</i> Hispanic Heritage Month Q3	Braver Angels Event Host community event - either facilitating or bringing someone in. Education/outreach, listen to community	Article 10 (1, 2, 3)		\$1,500	
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		\$0	
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		\$0	
	Quarter Total				
Q4 Oct – Dec <i>Possible events/recognitions:</i> Native American Heritage Month	Soup on the Street Community awareness and collaboration at established community event	2-303 (B, C)			
	Indigenous People's Day Support Community awareness and collaboration at established community event	2-303 (B, C) Article 10 (2, 3, 4, 5)			
	Presentation to Outside Organization Community awareness, education/outreach, listen to community	2-303 (B, C)		\$0	
	Quarterly Workplan & Budget Review Review progress on workplan activities and budget expenditures	Article 10 2-303 (G)		\$0	
Quarter Total					
ANNUAL TOTAL				\$4,000	

Notes:

Total Annual Budget: \$7,500

Estimated costs shown for major events. Remaining budget (\$3,500) available for additional activities and community engagement opportunities throughout the year.

Summary Description of Goals and Activities

ORDINANCE REVIEW

The Commission will conduct a comprehensive review of city ordinances related to human rights to clarify the HRC's role and ensure alignment with current city regulations. This review will help commissioners better understand their authority, responsibilities, and the scope of their work in protecting human rights within the community. The ordinance review will provide a framework for future decision-making and help define how the Commission can most effectively serve the community within its legal mandate.

FAIR HOUSING ACT SUPPORT

The Commission will support the development of a work group to explore fair housing issues and possible panel discussions or other community engagement opportunities within Itasca County. This activity aims to increase awareness of fair housing rights, identify housing discrimination concerns, and provide education to community members about their rights and responsibilities under fair housing laws. The work group may partner with local housing authorities, advocacy organizations, and community stakeholders to create meaningful dialogue and resources around housing equity.

PRESENTATIONS TO OUTSIDE ORGANIZATIONS (QUARTERLY)

The Commission will conduct quarterly presentations to outside organizations such as schools, service clubs (Rotary, Lions, etc.), faith communities, and civic groups. These presentations will raise community awareness about the HRC's role, educate audiences about human rights and protected classes, provide outreach to diverse community segments, and create opportunities to listen to community concerns. Each presentation will be tailored to the specific audience and may include information about discrimination prevention, the complaint process, and available resources. This activity supports the vision themes of Community Awareness, Education/Outreach, and Listening to Community.

STORY STITCH EVENT

Story Stitch is a community dialogue facilitation methodology that creates safe spaces for people to share personal stories and build understanding across differences. The Commission will either facilitate a Story Stitch event directly or bring in trained facilitators to lead this community conversation. This event will provide an opportunity for community members to share their lived experiences related to identity, discrimination, belonging, and human rights. Through storytelling and guided dialogue, participants will build empathy, discover common ground, and strengthen community connections. This activity aligns with the vision themes of Education/Outreach, Our Role, and Listening to Community.

BRAVER ANGELS EVENT

Braver Angels is a national organization dedicated to bridging political divides and fostering constructive dialogue across ideological differences. The Commission will either facilitate a Braver Angels workshop or bring in certified Braver Angels facilitators to lead a community event. This structured dialogue will help participants understand different perspectives, reduce contempt and hostility, and find common ground despite political or ideological differences. The event will contribute to building a more cohesive community where diverse viewpoints can coexist respectfully. This activity supports Education/Outreach, Our Role, and Listening to Community vision themes.

QUARTERLY WORKPLAN & BUDGET REVIEW

The Commission will conduct quarterly reviews of its work plan progress and budget expenditures to ensure accountability, transparency, and effective use of resources. These reviews will allow commissioners to assess which activities are meeting their goals, identify any needed adjustments to priorities or approaches, track spending against the annual budget, and ensure alignment with the Commission's vision themes. Regular review creates opportunities

for learning, course correction, and strategic planning. This activity reflects the Commission's commitment to responsible stewardship of public resources and effective governance as outlined in Article 10 of the Commission By-Laws.

COMMUNITY EVENT PARTICIPATION & VOLUNTEER ENGAGEMENT

The Commission will actively participate in and volunteer at established community events throughout the year to increase HRC visibility, demonstrate collaboration with community partners, and engage directly with diverse community members. Target events include Stomp on Stigma (mental health awareness), Pride celebrations (LGBTQ+ support), Soup on the Street (food security and homelessness), Indigenous People's Day, and other community gatherings as opportunities arise. Through this hands-on engagement, commissioners will staff information tables, distribute educational materials about human rights protections, assist with event logistics, and engage in conversations with community members about discrimination and available resources. This visible presence helps vulnerable populations feel uplifted and supported while educating the broader community about human rights. The Commission remains open to participating in additional community events that align with its mission and vision themes. This activity supports Community Awareness, Collaboration, and Listening to Community vision themes.

COMMISSIONER TRAINING AND EDUCATION (ONGOING)

Actions or decisions by the Grand Rapids Human Rights Commission to provide freedom from discrimination require 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 support commissioner training opportunities and activities throughout the year. This may include approaches such as outside speakers, presentation or event sponsorship, community meetings, interviews, identifying and sharing of pertinent news articles or reports, and/or other methods. Commissioner training and education will be an ongoing objective and activity that strengthens the Commission's capacity to serve the community effectively.

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

City of Grand Rapids Human Rights Commission Workplan Session – Notes

Wednesday, October 22nd 2025, 4—6pm at City Hall Council Chambers

Attending: Angie, Doug, Molly, Janet, Amy, Stephanie, Cindy

Absent: Katelyn, Julee, Ron

This information was collected through reflection and dialogue, and then used to guide the initial planning of the 2026 Human Rights Commission Work Plan.

2025 Barriers

- Funding
 - o The process to be able to distribute to collaborative groups
 - o Where it comes from (how to engage in other / increased funding opportunities)
- Time
 - o Ourselves, others
 - o Capacity of all volunteer commission
 - o Meeting one time a month – things get far away, missed opportunities, unable to be reactive when necessary

2025 Success / Continue

- Community Needs Assessment
- Leveraging commissioner strengths – (CNA creation, workplan, etc.)
- Active participant in events
 - o More pancake breakfast opportunities
- Commissioner Training
- Presentations (ex. Diane Larson, Chief Morgan)
- Support of disability rights

2025 Changes/Ideas

- Role clarification – definition – identification of commissioners
- Presenting to outside of the City orgs (High school, rotary, etc.)
 - o Engagement with other groups like Stomp on Stigma, Walk for Life, etc.
- Facilitation opportunities to host community conversations
 - o Story Stitch, Braver Angels, etc.
- Press release opportunities
 - o Highlight or share stories / important recognitions, etc.
- ISD 318 rep on Commission
- Meet opportunities as they arise – ex. ICE
- Events:
 - o IPD – continuing to partner, how to best support?
 - o MDI, Dragonfly, ILO – community building opportunities here
 - o Juneteenth – how to reach out to broader community earlier / community collaboration
- Community Needs Assessment – how to continue to use?
- Where to put energy into partnerships?

Vision – if we do our work well, what will be different?

Through this exercise, several themes arose for the commission:

- **Community Awareness**
 - o Why HRC is necessary for City and Community
- **Education Outreach & Communication**

- Folks will know about and want to attend our meetings
- **Our Role**
 - Engaged and energized members
 - Better understanding of community needs
 - Improved respect for and application of human rights laws
 - Regular sharing with City
- **Collaboration**
 - New partners / strengthened partners
 - More community involvement
- **Listening to Community**
 - Protected classes will feel uplifted and supported

Priority Activities

Based on our reflection and brainstorming exercises, the commission members present identified several priority activities to plan for 2026:

Activity	Vision Theme
Presentations to outside organizations	<i>Community Awareness; education/outreach; listen to community</i>
HRC hosts 2 events - Story Stitch - Braver Angels <i>Either facilitating or bringing someone in</i>	<i>Education/outreach; Our role; listen to community</i>
Volunteer at established community events - Soup on the street, pride, stomp on stigma	<i>Community awareness; collaboration</i>
Define and frame our role / work - Ex. Ordinance review	<i>Our role</i>
Mindful of spending budgeted funds	<i>Our role</i>

Action Steps:

- Workplan draft with priorities – ANGIE
 - 5 vision/goals included as framework
 - Details needed (ex. 4 presentations to WHO)
- Story Stitch & Braver Angels – MOLLY
 - Look into cost of materials / Train the Trainer opportunities