

CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CITY HALL, CONFERENCE ROOM 2A, 420 N. POKEGAMA AVE.
DATE: WEDNESDAY, OCTOBER 28, 2020
TIME: 4:00 P.M.

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.

4:00 CALL TO ORDER:

CALL OF ROLL:

| | |
|---|--------------------------------------|
| Commissioner Connelly: Council Representative | Commissioner Learmont: 3/19-3/22 |
| Commissioner Erickson: 6/20-3/23 | Commissioner Lopez-Cortes: 3/19-3/22 |
| Commissioner Ensley, Vice Chair: 3/18-3/21 | Commissioner Moren, Chair: 3/18-3/21 |
| Commissioner Friesen: 3/18-3/21 | Commissioner Leann Stoll: 6/20-3/23 |
| Commissioner Hodgson: 6/20-3/23 | |

SETTING OF REGULAR 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.

APPROVAL OF MINUTES: September 30, 2020 Meeting

FINANCIALS:

PUBLIC COMMENT/ACCOLADES:

This is an opportunity for anyone from the public to address the Commission regarding comments, concerns and accolades.

CIRCLE OF HEALING UPDATE:

BIG VIEW UPDATE:

OLD BUSINESS:

NEW BUSINESS:

- IT Department
- Discuss commissioner on-boarding, training, and education
 - HRC By-Laws and Goals
- Review and discuss demographic data
 - Northland info (from MNCompass)
 - Grand Rapids info (from MNCompass)
 - Kootasca Community Needs 2020 Brief
- Review and discuss 2020-2021 Draft Work Plan

CALLS/COMPLAINTS/INQUIRIES:

SETTING NEXT AGENDA:

ADJOURNMENT:

CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION

CALL TO ORDER: Pursuant to due notice and call thereof a meeting of the Grand Rapids Human Rights Commission was held via conference call in Council Chambers, Grand Rapids City Hall, Grand Rapids, Minnesota, on Wednesday, September 30, 2020 at 4:00 p.m.

CALL OF ROLL: On a Call of Roll, the following members were present: Commissioners: Moren, Lopez-Cortes, Erickson, Hodgson, Friesen, Learmont, Connelly, and Stoll. Absent: Commissioners: Ensley.

Staff: Chad Sterle, Janell Hecimovich

CALL TO ORDER: Chair Moren called the meeting to order at 4:03 p.m.

SETTING AGENDA:

Motion by Commissioner Erickson, second by Commissioner Connelly to approve the agenda as presented. Motion passed by unanimous vote.

NEW BUSINESS:

- Election of Officers:
 - **Chair – Commissioner Friesen – Motioned by Commissioner Stoll, second by Commissioner Connelly**
 - **Vice Chair – Commissioner Lopez-Cortez – Motioned by Commissioner Erickson, second by Commissioner Stoll.**
- Update on Reif Event
- Review/discuss 2021 HRC Workplan
 - New budget work group: Connelly, Erickson, Learmont.
- Update on “SEEN” work group.
 - “SEEN” work group: Lopez-Cortes, Erickson, Friesen.

There being no further business, the meeting adjourned at 4:53 PM.

Respectfully submitted: Janell Hecimovich, Administrative Assistant

Grand Rapids Human Rights Commission

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.

The City of Grand Rapids established a Human Rights Commission in 2004 to aid and advise the City Council in ensuring for all citizens equal opportunity in those areas protected by law.

The purpose of the commission is to:

- Work to recognize and prevent discrimination and inequalities in the daily life of the community;
- Design programs of formal and informal education to assist in the implementation of the ordinance;
- Provide leadership and act cooperatively with other agencies, organizations and other human rights commissions, including the League of Minnesota Human Rights Commission; and
- Serve as an advisory body to the city regarding the Minnesota Human Rights Act.

The Minnesota Human Rights Act (363.13) prohibits discrimination in:

- Education
- Employment
- Housing
- Public Accommodations
- Public Services
- Credit Services

It is illegal to discriminate on the basis of:

- Race
- Color
- Creed
- Religion
- National origin

- Sex
- Marital status
- Sexual orientation
- Status with regard to public assistance
- Disability
- Age

Local Human Rights Commissions, in communities throughout the state, work with business, labor, education, civic, religious, social and community groups to foster inter-group understanding and to eliminate prejudice and discrimination.

Education and prevention are important functions of these local commissions, which also work to prevent and respond to acts of bias and prejudice.

All citizens are encouraged to become involved in promoting human rights in the community.

The Grand Rapids Human Rights Commission meets at 000 p.m. on 00000 at City Hall, 420 North Pokegama Avenue.

For more information, contact:

Lynn DeGrio, Administrative Assistant to the Human Rights Commission, City of Grand Rapids, (218) 326-7606.

Barb Sanderson, Chair, Grand Rapids Human Rights Commission, (218) 326-5446.

The Minnesota Department of Human Rights, (651) 296-5663 (St. Paul office), 1-800-657-3704, (651) 296-1283 (TDD).

GRAND RAPIDS HUMAN RIGHTS COMMISSION

AMENDED BYLAWS OF

ARTICLE ONE

The office of the Commission shall be located in the City Hall, City of Grand Rapids, County of Itasca, State of Minnesota.

ARTICLE TWO

The Commission shall meet monthly at such time and place as agreed upon by a majority of the Commission. Meetings shall be rescheduled when they conflict with major holidays. The chair or any two commissioners together may call special meetings of the Commission as deemed appropriate, on 72 hours written notice to all members of the Commission. No business shall be conducted at a special meeting that was not state in the written notice of the special meeting. All notices of meetings shall comply with the Minnesota's open meeting law.

ARTICLE THREE

The Commission has nine commissioners, there were originally seven commissioners but that number was modified by the City Council on August 8th, 2005. Each commissioner shall have been appointed by the Grand Rapids City Council and the normal term of office shall be three years, with each of three classes of three commissioners each having staggered terms. Commissioners who are appointed to the Commission to fill an unexpired term shall be appointed to the unexpired portion of the previous commissioner's term.

ARTICLE FOUR

Each commissioner present shall be entitled to one vote in the actions and decisions of the Commission. A quorum is necessary in all voting by the Commission. A majority of commissioners shall constitute a quorum at meetings of the Commission. Any action taken or decision made must be by a majority vote of commissioners present.

ARTICLE FIVE

The elective officers of the Commission shall be a chair, a vice-chair, a secretary and a treasurer. The election of officers shall take place annually at the time and place of the March meeting of the Commission. A candidate for office must be nominated by a commissioner, seconded by at least one other commissioner, and the officer nominee must

agree to hold such position. Any commissioner shall be eligible for office, but only commissioners who are present shall be entitled to vote. Candidates who receive a majority of votes so cast shall be elected.

ARTICLE SIX

The chair shall be the chief officer of the Commission. The chair shall perform or delegate to the vice-chair all duties necessarily incident to the office including but not limited to, organizing meetings, meeting with outside community organizations or persons, and providing overall leadership for the Commission. In the event the chair is absent from a meeting or unable to attend to a duty, the vice-chair shall fill in for the chair. In the event both the chair and vice-chair are unable to attend a meeting, a temporary chair shall be elected by a majority of commissioners present. The chair shall have the authority to appoint commissioners to task-focused committees. Said committees shall follow the requirements on Minnesota's Open Meeting law.

ARTICLE SEVEN

The vice-chair shall perform the duties of the chair in the absence or at the request of the chair. The vice-chair shall assist the chair in planning, administering and conducting Commission business.

ARTICLE EIGHT

A city-designated administrative assistant shall be responsible for recording meetings of the commission and maintaining a roll of commission members, however, in the absence of a city administrative assistant, the secretary shall keep a complete record of all proceedings of the Commission and the roll of the members of the Commission. The secretary shall also perform all other duties usually pertaining to the position of secretary, and shall include responsibility for commission communications including writing applications for grants or cooperative activities for special projects or activities, including working with the treasurer on the related financial aspects thereof. In the event the secretary is absent from a meeting, the chair shall appoint a secretary pro tempore to record the proceedings of the Commission meeting. Minutes of each meeting shall be submitted to the City Council, City Administrator and City Clerk by the administrative assistant will be mailed or e-mailed to all commission members by the administrative assistant to all Commission members one week before the next scheduled meeting.

ARTICLE NINE

A city-designated administrative assistant shall be responsible for routine treasury functions and financial reporting, however, in the absence of a city administrative assistant, the treasurer shall have access to and report all financial transactions of the Commission and shall submit a report of all disbursements and other commitments of the Commission. The report is to be mailed or e-mailed out with the minutes one week before each meeting

and shall be reviewed at each monthly meeting. The treasurer shall work with the secretary to develop the financial aspects when developing grant requests or commission programs and projects.

ARTICLE TEN

A yearly budget shall be prepared and established by the treasurer in accordance with the regular city budgeting process subject to the agreement of the commission at a regular or special commission meeting for City Council consideration and be subject to City Council approval. Budgeted funds may be used for the following:

1. Workshops for commissioners;
2. Public Relations;
3. Educational purposes;
4. Grants for services with the purpose of promoting Human Rights issues;
5. Participation in organizational events;
6. Enrichments and awards;
7. Memberships in organizations;
8. Per diems for commissioners;
9. Other items deemed appropriate and in conformance with the municipal code.

ARTICLE ELEVEN

At the monthly meetings of the Commission, the order of business shall in general be as follows:

1. Call to order;
2. Welcome guests;
3. Approval of or amendments to meeting agenda;
4. Minutes of preceding meeting and action thereon;
5. Treasurer's report;
6. Correspondence;
7. Public Comments;
8. Old business;
9. New business;
10. Reports on calls and inquiries;
11. Pending complaints;
12. Adjournment.

The sequential order of business may be adjusted or revised by the commission near the beginning of each meeting during agenda approval.

ARTICLE TWELVE

Every member of the Commission shall be required to attend at least seventy five percent of all meetings each calendar year. Commission members who are unable to meet the attendance requirement will be deemed to have resigned from the Commission. Any member of the Commission may voluntarily terminate membership by submitting a written resignation to the chair and the City Council.

ARTICLE THIRTEEN

These Bylaws may be amended by the affirmative vote of two-thirds of the commissioners, at any regular meeting of the Commission, provided notice of such amendment or amendments and the nature thereof shall have been given to the members at least one month prior to the date of the meeting at which said amendment or amendments are to be presented for consideration. The proposed amendment(s) must meet with the approval of the Grand Rapids City Council.

ARTICLE FOURTEEN

If any provisions of these Bylaws with respect to the objectives or activities of the Commission as established by Ordinance No. 04-05-09 dated May 24, 2004 establishing the Commission, or with Grand Rapids Municipal Code DIVISION 6 – HUMAN RIGHTS COMMISSION Sections 2-301, 2-302, 2-304, then the provisions of the city ordinance and municipal code shall prevail unless and until such city ordinance and municipal code have been duly amended.

ARTICLE FIFTEEN

The foregoing constitute the Bylaws of the Grand Rapids Human Rights Commission as amended at the regular meeting of the commissioners, duly held on September 26, 2018.

ADOPTED AND PASSED BY THE City Council of the City of Grand Rapids on the 22nd day of October, 2018.

Dale Adams, Mayor

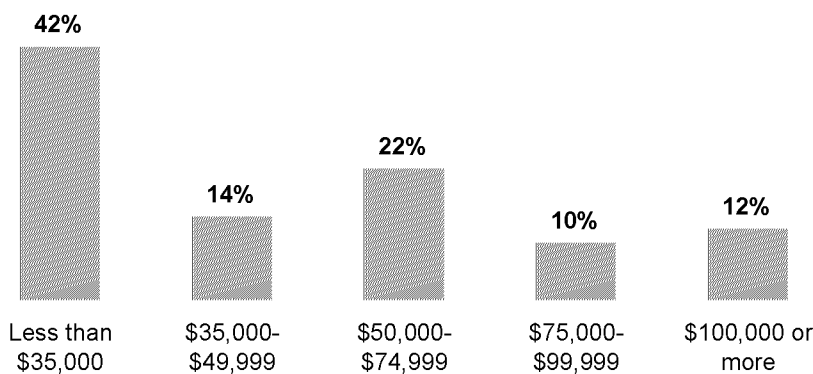
Attest:

Kimberly Gibeau, City Clerk

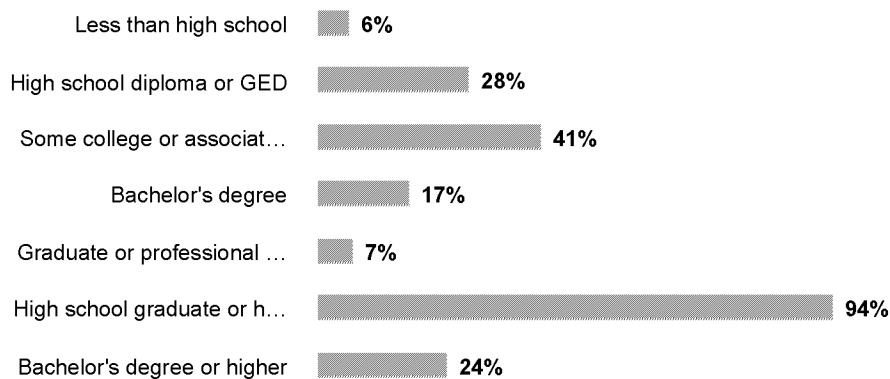
CITY OF GRAND RAPIDS

At-a-glance facts about residents, households, and workforce. Data are largely derived from the U.S. Census Bureau. When a data point is missing or considered unreliable, it will not display or be labeled suppressed. See information about geographic profile sources.

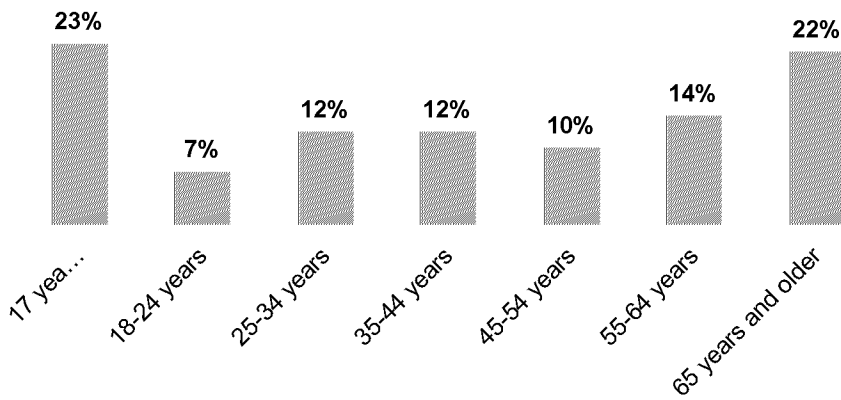
Households by income (2018 dollars)



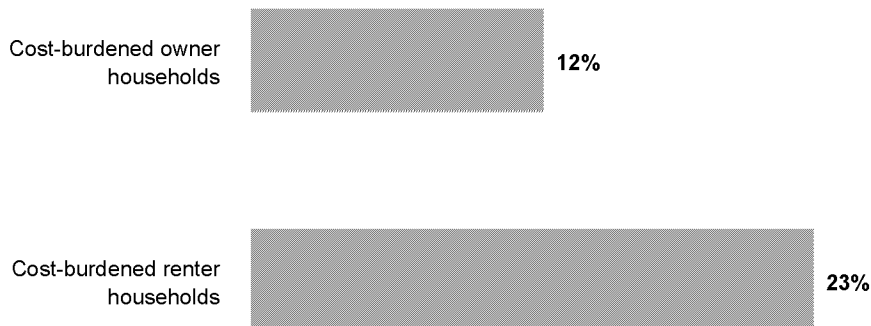
Educational attainment among adults 25 and older, 2014-2018



Population by age group



Cost-burdened households by type, 2014-2018



Demographics

Grand Rapids

Total population (2014-2018)

Total population 11,140

Gender and age (2014-2018)

| | | |
|---------------|-------|-------|
| Male | 5,461 | 49.0% |
| Female | 5,679 | 51.0% |
| Under 5 years | 631 | 5.7% |
| 5-9 years | 1,036 | 9.3% |

| | | |
|--------------------|-------|-------|
| 10-14 years | 644 | 5.8% |
| 15-17 years | 270 | 2.4% |
| 18-24 years | 756 | 6.8% |
| 25-34 years | 1,354 | 12.2% |
| 35-44 years | 1,324 | 11.9% |
| 45-54 years | 1,082 | 9.7% |
| 55-64 years | 1,545 | 13.9% |
| 65-74 years | 1,222 | 11.0% |
| 75-84 years | 697 | 6.3% |
| 85 years and older | 579 | 5.2% |

Race and ethnicity (2014-2018)

| | | |
|------------------------------------|-------------------|-------|
| White | 10,772 | 96.7% |
| Of Color | 368 | 3.3% |
| Black or African American | <i>suppressed</i> | |
| American Indian and Alaskan Native | <i>suppressed</i> | |
| Asian or Pacific Islander | <i>suppressed</i> | |
| Other | <i>suppressed</i> | |
| Two or more races | 127 | 1.1% |
| Hispanic or Latino | <i>suppressed</i> | |

Foreign-born (2014-2018)

| | | |
|------------------------|-------------------|--|
| Foreign-born residents | <i>suppressed</i> | |
|------------------------|-------------------|--|

Language spoken (2014-2018)

| | | |
|--------------------------------------|-------------------|--------|
| Population (5 years and older) | 10,509 | 100.0% |
| English only | 10,322 | 98.2% |
| Language other than English | <i>suppressed</i> | |
| Speaks English less than "very well" | 53 | 0.5% |

Disability (2014-2018)

| | | |
|---|--------|--------|
| Total population for whom disability status is determined | 10,625 | 100.0% |
| Population with a disability | 2,086 | 19.6% |

Residence one year ago (2014-2018)

| | | |
|--------------------------------------|-------------------|--------|
| Population (1 year and over in US) | 11,100 | 100.0% |
| Same residence | 9,259 | 83.4% |
| Different residence in the U.S. | 1,841 | 16.6% |
| Different residence outside the U.S. | <i>suppressed</i> | |



Economy

Grand Rapids

Household income (2018 dollars) (2014-2018)

| | | |
|--|-----------|--------|
| Total households | 4,847 | 100.0% |
| Less than \$35,000 | 2,049 | 42.3% |
| \$35,000-\$49,999 | 690 | 14.2% |
| \$50,000-\$74,999 | 1,042 | 21.5% |
| \$75,000-\$99,999 | 482 | 9.9% |
| \$100,000 or more | 584 | 12.0% |
| Median household income (2018 dollars) | \$ 45,784 | 100.0% |

Poverty (2014-2018)

| | | |
|---|-------------------|--------|
| All people for whom poverty status is determined | 10,514 | 100.0% |
| With income below poverty | 1,858 | 17.7% |
| With income 100-149 of poverty | 1,184 | 11.3% |
| With income 150-199 of poverty | 1,812 | 17.2% |
| With income 200 of poverty or higher | 5,660 | 53.8% |
| 17 years and younger (percent of people under age 18) | 2,592 | 24.7% |
| 18-24 (percent of people age 18-24) | <i>suppressed</i> | |
| 25-34 (percent of people age 25-34) | 2,927 | 27.8% |
| 35-44 (percent of people age 35-44) | 832 | 7.9% |
| 45-54 (percent of people age 45-54) | 913 | 8.7% |
| 55-64 (percent of people age 55-64) | 1,237 | 11.8% |
| 18-64 (percent of people 18-64) | 1,694 | 16.1% |
| 65 years and older (percent of people age 65+) | 1,451 | 13.8% |



Health

Grand Rapids

Health coverage (2014-2018)

| | | |
|---|--------|--------|
| Total population age 65 and under for whom health insurance coverage status is determined | 10,625 | 100.0% |
| Population 65 and under without health insurance coverage | 945 | 8.9% |



Housing

Grand Rapids

Total housing units (2014-2018)

| | | |
|---------------------|-------|--------|
| Total housing units | 5,066 | 100.0% |
|---------------------|-------|--------|

Owned and Rental Housing (2014-2018)

| | | |
|--|-------|-------|
| Vacant housing units (seasonal units included) | 219 | 4.3% |
| Occupied housing units | 4,847 | 95.7% |
| Average household size | 2.1 | |
| Owner-occupied | 2,879 | 56.8% |
| Average household size | 2.3 | |
| Renter-occupied | 1,968 | 38.8% |
| Average household size | 1.9 | |

Year built (2014-2018)

| | | |
|-----------------|-------|-------|
| 2000 or later | 668 | 13.2% |
| 1970-1999 | 2,212 | 43.7% |
| 1940-1969 | 1,660 | 32.8% |
| 1939 or earlier | 526 | 10.4% |

Households (2014-2018)

| | | |
|------------------|-------|--------|
| Total households | 4,847 | 100.0% |
|------------------|-------|--------|

Households by type (2014-2018)

| | | |
|--|-------|-------|
| Family households | 2,784 | 57.4% |
| With children under 18 years | 1,352 | 27.9% |
| Married-couple family households | 2,080 | 42.9% |
| With children under 18 years | 840 | 17.3% |
| Single-person family households | 704 | 14.5% |
| With children under 18 years | 512 | 10.6% |
| Nonfamily households | 2,063 | 42.6% |
| Householder living alone | 1,827 | 37.7% |
| 65 years and over | 957 | 19.7% |
| Households with one or more children under 18 years | 1,352 | 27.9% |
| Households with one or more people 65 years and over | 1,699 | 35.1% |

Year householder moved into unit (2014-2018)

| | | |
|--------------------------|-------|-------|
| Moved in 2010 or later | 2,466 | 50.9% |
| Moved in 2000-2009 | 1,092 | 22.5% |
| Moved in 1990-1999 | 508 | 10.5% |
| Moved in 1989 or earlier | 508 | 10.5% |

Cost-burdened households (2014-2018)

| | | |
|---|-------|--------|
| All households for which cost burden is calculated | 4,778 | 100.0% |
| Cost-burdened households | 1,670 | 35.0% |
| Owner households for which cost burden is calculated | 2,843 | 100.0% |
| Cost-burdened owner households | 579 | 20.4% |
| Renter households for which cost burden is calculated | 1,935 | 100.0% |
| Cost-burdened renter households | 1,091 | 56.4% |

Rent paid (2014-2018)

| | |
|---------------------------------|--------|
| Households paying rent | 1,935 |
| Median rent paid (2018 dollars) | \$ 651 |



Vehicles per household (2014-2018)

| | | |
|------------------------------|-------|-------|
| No vehicles | 556 | 11.5% |
| 1 vehicle available | 1,889 | 39.0% |
| 2 vehicles available | 1,556 | 32.1% |
| 3 or more vehicles available | 846 | 17.5% |

Transportation to work (2014-2018)

| | | |
|---|-------------------|--------|
| Workers (16 years and older) | 5,039 | 100.0% |
| Car, truck, or van (including passengers) | 4,387 | 87.1% |
| Public transportation | <i>suppressed</i> | |
| Walked, biked, worked at home, or other | 582 | 11.5% |

Travel time to work (2014-2018)

| | | |
|--|-------|--------|
| Total workers age 16+ (not home based) | 4,775 | 100.0% |
| Less than 10 minutes | 1,659 | 34.7% |
| 10-19 minutes | 2,240 | 46.9% |
| 20-29 minutes | 302 | 6.3% |
| 30 minutes or longer | 574 | 12.0% |



Workforce

Grand Rapids

Educational attainment (2014-2018)

| | | |
|------------------------------------|-------|--------|
| Population (25 years and older) | 7,803 | 100.0% |
| Less than high school | 503 | 6.4% |
| High school diploma or GED | 2,203 | 28.2% |
| Some college or associate's degree | 3,207 | 41.1% |
| Bachelors Degree | 1,317 | 16.9% |
| Graduate or professional Degree | 573 | 7.3% |
| High school graduate or higher | 7,300 | 93.6% |
| Bachelor's degree or higher | 1,890 | 24.2% |

Working Adults (2014-2018)

| | | |
|--|-------------------|--------|
| Total civilian non-institutionalized population, age 18-64 | 5,913 | 100.0% |
| working age adults who are employed | 4,704 | 79.6% |
| Civilian labor force | 4,795 | 100.0% |
| Unemployed | <i>suppressed</i> | |

Total employed workers (LEHD) (2017)

| | | |
|------------------------|-------|--------|
| Total employed workers | 9,334 | 100.0% |
|------------------------|-------|--------|

Worker age (2017)

| | | |
|-------------------|-------|-------|
| Age 29 or younger | 2,126 | 22.8% |
|-------------------|-------|-------|

| | | |
|-----------------|-------|-------|
| Age 30 to 54 | 4,781 | 51.2% |
| Age 55 or older | 2,427 | 26.0% |

Workers by earnings (2017)

| | | |
|-------------------------------|-------|-------|
| \$15,000 per year or less | 2,685 | 28.8% |
| \$15,001 to \$39,999 per year | 3,087 | 33.1% |
| \$40,000 or more per year | 3,562 | 38.2% |

Workers by industry of employment (2017)

| | | |
|---|-------|-------|
| Accommodation and food services | 837 | 9.0% |
| Administration & support, waste management, and remediation | 134 | 1.4% |
| Agriculture, forestry, fishing and hunting | 544 | 5.8% |
| Arts, entertainment, and recreation | 123 | 1.3% |
| Construction | 430 | 4.6% |
| Educational services | 889 | 9.5% |
| Finance and insurance | 267 | 2.9% |
| Health care and social assistance | 1,974 | 21.1% |
| Information | 103 | 1.1% |
| Management of companies and enterprises | 43 | 0.5% |
| Manufacturing | 629 | 6.7% |
| Mining, quarrying, and oil and gas extraction | 134 | 1.4% |
| Other services (excluding public administration) | 371 | 4.0% |
| Professional, scientific, and technical services | 214 | 2.3% |
| Public administration | 661 | 7.1% |
| Real estate and rental and leasing | 78 | 0.8% |
| Retail trade | 1,286 | 13.8% |
| Transportation and warehousing | 213 | 2.3% |
| Utilities | 242 | 2.6% |
| Wholesale trade | 246 | 2.6% |

Workers by race (2017)

| | | |
|---|-------------------|-------|
| White alone | 8,948 | 95.9% |
| Black or African American alone | 65 | 0.7% |
| American Indian or Alaska Native alone | 130 | 1.4% |
| Asian alone | 48 | 0.5% |
| Native Hawaiian or Other Pacific Islander alone | <i>suppressed</i> | |
| Two or more race groups | 137 | 1.5% |

Workers by educational attainment (2017)

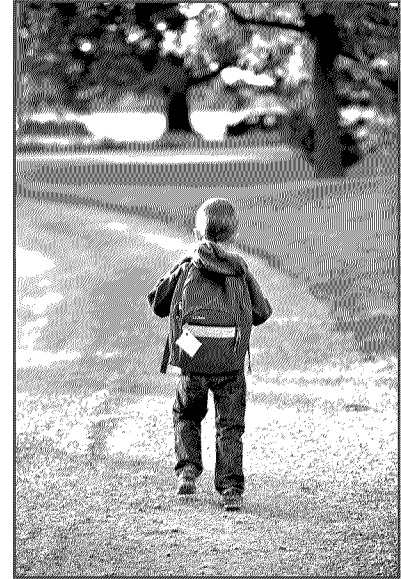
| | | |
|---------------------------------------|-------|-------|
| Less than high school | 553 | 5.9% |
| High school or equivalent, no college | 2,093 | 22.4% |
| Some college or associate degree | 2,845 | 30.5% |
| Bachelor's degree or advanced degree | 1,717 | 18.4% |

KOOTASCA Community Action Community Needs Assessment Brief

As a Community Action Agency, KOOTASCA Community Action is responsible for understanding the changing needs of the communities and peoples we serve. To accomplish this, KOOTASCA conducts a triennial Community Needs Assessment- an in depth process of study, listening, and community engagement to learn more deeply about the needs of those we serve.

The Community Needs Assessment process includes:

- One-on-one interviews with low income residents were conducted by KOOTASCA staff. Typical interview times were approximately 30-40 minutes. Participants were given a \$10 cash incentive for participating.
- Surveys of staff Needs Assessment interviewers
- Analysis of demographical data from US Census Bureau - American Community Survey 2013-2018 (5 year), published December 2019
- Analysis of other state and local data sources, particularly Minnesota Department of Education, Department of Health, Department of Employment and Economic Development, Office of Labor, Minnesota Demographics, MN Compass
- Analysis of agency and program data



Staff interviewed 124 low-income adults in Itasca and Koochiching Counties. Participants included both KOOTASCA clients and non-clients. Survey participants were asked to provide demographic, income, and service needs information for themselves and all members of their households. Information was collected for 360 individuals in the 124 households surveyed.

10 most prevalent challenges of people we serve

- 79% of participants reported that it was a problem **having too much stress in their daily lives.**
- 69% of participants reported that having **money to fix up their home** was a problem.
- 64% of participants reported that it was a problem to **have enough money each month to pay bills.**
- 63% of participants reported that it was a problem to have the **ability to pay debt or take care of bad credit.**
- 61% of participants reported that **dealing with emotional or mental health issues** was a problem.
- 57% of renters reported that **getting a loan to buy a home** was a problem
- 59% of participants reported that having **enough money to afford a car** was a problem.
- 59% of participants reported that having **enough money to afford clothing** was a problem.
- 57% of participants reported that **affordable recreation** was a problem.
- 56% of participants reported that having **enough money to buy gas** was a problem.

Key differences in experiences reported

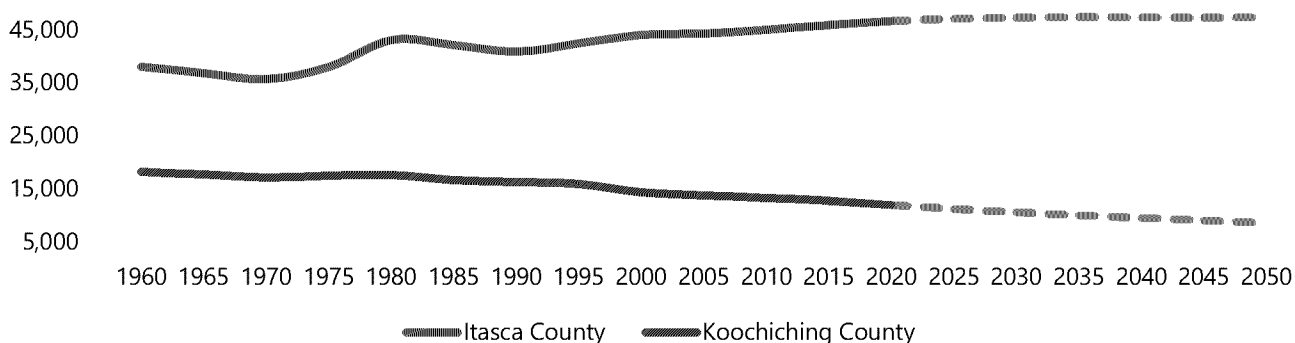
- 22% of households in poverty reported that **dealing with drugs or alcohol problems** was a problem for at least one member of their household. Of all participant households, no households with incomes above 100% of poverty reported that it was a problem dealing with drugs or alcohol problems.
- 39% of households living in poverty reported that **being treated poorly because of who they are** was a problem. However, 46% of households without children reported this as a problem compared to 30% of households with children.
- Households with Native American members or Persons of Color were 42% more likely to report that **bullying in school was a problem for their children** than households without members who were Native American or Persons of Color.
- 34% of Households in poverty reported **being denied rental housing because of who they are**, but no low-income households above the poverty line reported being denied rental housing.
- 25% of Households in poverty reported **that housing that is safe to live in was a problem**, but only 7% of low-income households above the poverty line reported this as a problem.
- Households with Native American members or Persons of Color were 44% more likely to report that **needing assistance with car maintenance and repairs** than households without members who were Native American or Persons of Color.
- White households were 42% more likely to report that **access to legal help** was a problem than households with Native American members or Persons of Color.
- White households were nearly twice as likely to report that **having a dentist they can go to and being refused dental care** was a problem than households with Native American members or Persons of Color
- White households were twice as likely to report that **having enough money to pay for prescription drugs** was a problem than households with Native American members or Persons of Color (28% compared to 14%).
- White households were three times as likely to report that **filling out insurance forms for billing and payments** was a problem than households with Native American members or Persons of Color (21% compared to 7%).
- White households were three times as likely to report that **helping teens stay out of trouble** was a problem than households with Native American members or Persons of Color (21% compared to 7%).
- 69% of households without children reported **dealing with emotional or mental health** as a problem compared to only 51% of households with children.
- Households in poverty were 7 times more likely to report that **legal issues prevented them from driving** than low-income households not in poverty (3% compared to 21%).
- Households in poverty were 2.4 times more likely to report that **reliable transportation** was a problem than low-income households not in poverty (49% compared to 21%).
- Among households that own their home, low-income households not in poverty were twice as likely to report **plumbing or electrical problems in their home** than households in poverty (56% compared to 29%).
- Households in poverty were more than 2 times as likely to be **dissatisfied with their current employment situation** than low-income households above the poverty line.

Community Demographic Trends

Age and Population

- The proportion of the population of Itasca and Koochiching Counties over the age of 65 is increasing and is projected to peak at 31.9% in Itasca County in 2030 and at 35.5% in Koochiching County in 2035.
- While Itasca County has experienced slight population growth since the 1990s, due to the increasing portion of residents over age 65, population growth is expected to stop by 2030 before potentially declining, as shown in Figure 1.
- Koochiching County has experienced population decline since the 1980s, which is projected to continue through 2050, as shown in Figure 1. This is largely attributable to a lack of migration and an ageing population.

Figure 1: Historical Population and Population Trends of Itasca and Koochiching Counties

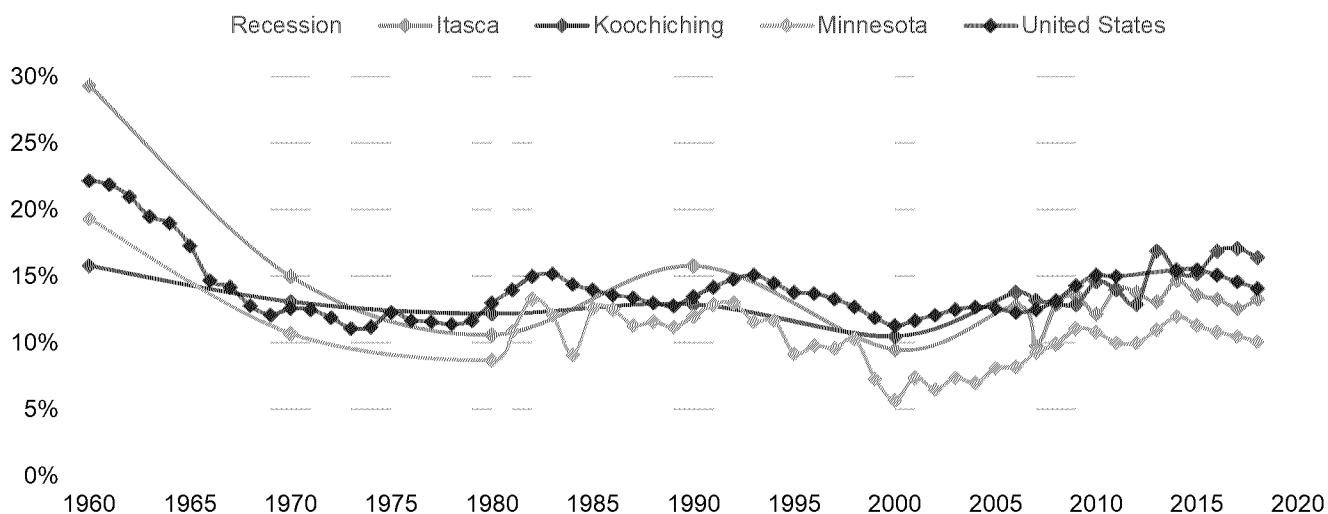


Source: Assembled from Minnesota State Demographic Center, Historical Population Data and Projections

Poverty

- Itasca and Koochiching counties have significantly higher rates of individuals living below 200% of the poverty rate than the State of Minnesota, with 37.4% more residents living below 200% of the poverty rate than statewide.

Figure 2: Historical Poverty Rate



Source: U.S. Census Bureau, Decennial Census Population Estimates, American Community Survey 5-Year Estimates

- As shown in Figure 2, Itasca County saw upward growth in its poverty rate from 2000 to 2014 peaking at 15.5%, a 20 year high. Following the Statewide trend, the poverty rate in Itasca County declined slightly

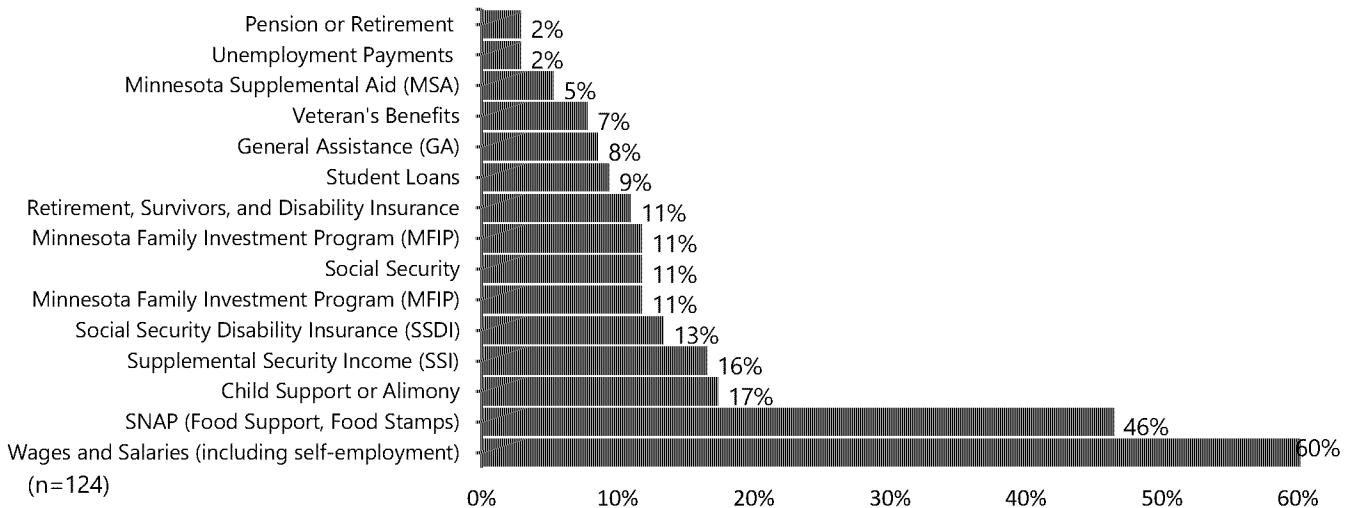
from 2015 to 2017, before increasing to 14.1% in 2018.

- As shown in Figure 2, Koochiching County is experiencing a near 60 year high in its poverty rate with 16.4% of residents living below 100% of the Federal Poverty Level.
- Children under 18 years of age account 20.5% of the population in Itasca and Koochiching Counties, yet they account for 30.0% of the population in poverty. Concerningly, nearly 50% of children under age 6 in Itasca and Koochiching Counties are living below 200% of the poverty level, while only 33% of children statewide live below 200% of the poverty level.

Employment and Income

- Annual unemployment has steadily been in decline since 2010 for Itasca and Koochiching Counties, and the state of Minnesota. A recent uptick in unemployment was seen in 2019 when annual unemployment grew to 6.5% in Koochiching County, 5.7% in Itasca County, and 3.2% statewide.
 - The job market has improved in the 3 years since our last Community Needs Assessment. While **32%** of participants reported that **finding a job was a problem for someone in their household**, 46% reported such in 2016. Unfortunately, **55%** still reported that **finding a job that pays enough to meet basic needs** was a problem (59% in 2016).
- As shown in Figure 3, 60% of participants earned income through employment opportunities. Of the remaining 40% who were not employed, 51% received Supplemental Security Income and/or Social Security Disability and 22% received Social Security, veteran’s benefits, and/or pension/retirement income.

Figure 3: Participant sources of household income



Housing

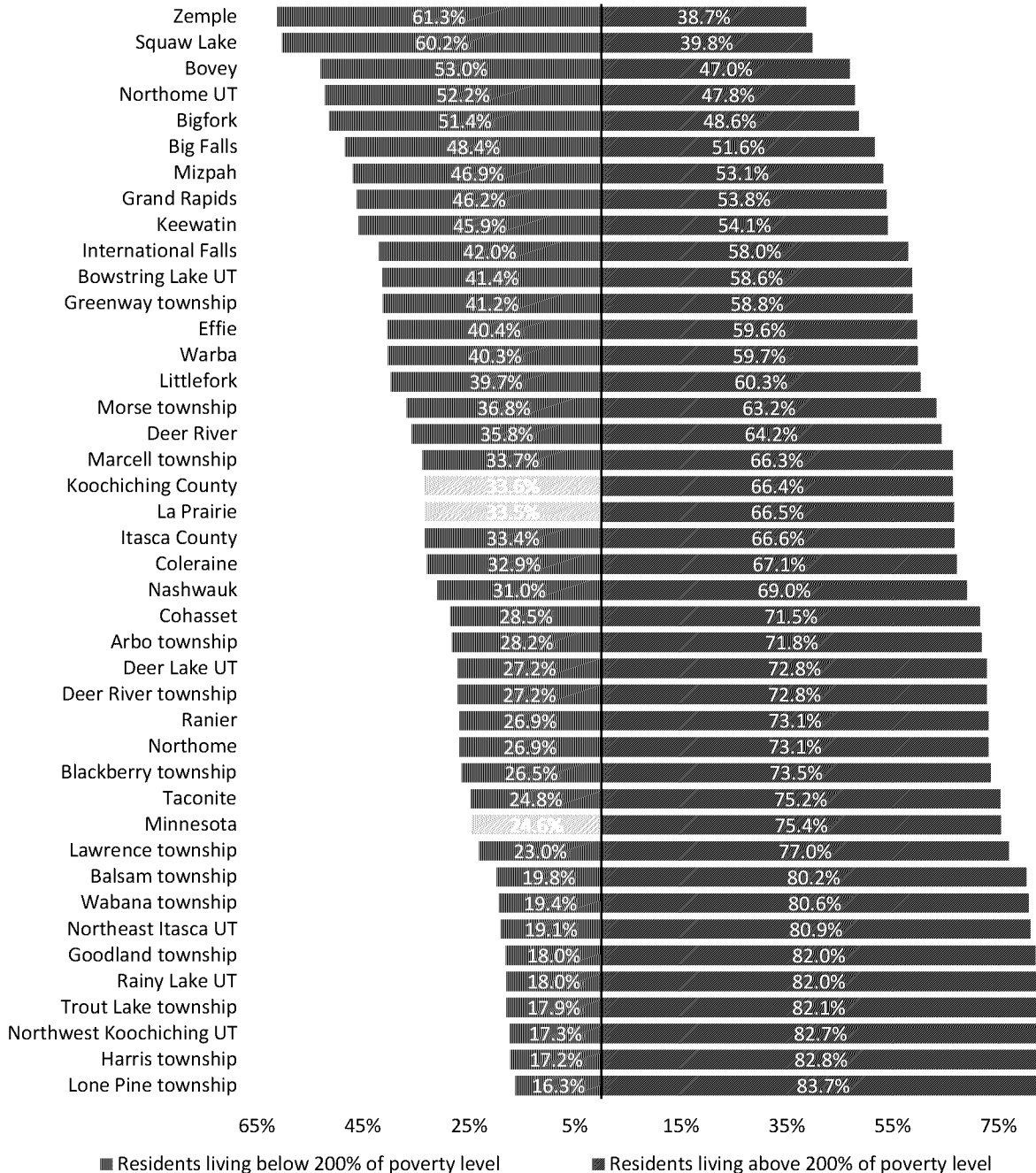
- 34% of respondents reported **experiencing homeless** in the last 3 years. When last experiencing homelessness, 21% were homeless for less than a month, 32% were homeless for 1 to 3 months, 21% were homeless for 3 months to a year, and 26% were homeless for more than 1 year.
- As rental vacancy rates remain below 5% in Itasca and Koochiching Counties, Homeownership remains a significant opportunity for low-income families
 - 42% of renters and 22% of homeowners In Itasca County are spending more than 30% of their income on housing and are considered cost burdened.
 - 51% of renters and 17% of homeowners In Koochiching County are spending more than 30% of their income on housing and are considered cost burdened.

Poverty and Geography

Within Itasca and Koochiching counties the rate of poverty varies significantly by geography with significant economic disparities between some communities, as shown in Figure 3.

While the rate of residents in poverty varies significantly between communities, the majority of residents experiencing these conditions reside within the towns and cities of the two counties. In Itasca County 58.6% of residents living below 200% of the poverty level live within a city and in Koochiching County 69.4% of residents living below 200% of the poverty level live within a city.

Figure 4: Poverty status of residents in KOOTASCA service area by city and township*



Source: U.S. Census Bureau, 2018 American Community Survey 5-Year Estimates

*Townships and unincorporated townships (UT) with less than 400 residents were excluded.



Additional Tables

Table 1: Community demographic characteristics

| | Itasca County | Koochiching County | Minnesota | United States |
|-------------------------------------|--------------------------|-------------------------------|------------------|--------------------------|
| Population | 44,164 | 12,377 | 5,403,634 | 314,943,184 |
| Gender | | | | |
| Male | 50.7% | 50.0% | 49.8% | 49.2% |
| Female | 49.3% | 50.0% | 50.2% | 50.8% |
| Age | | | | |
| Under 18 years | 21.1% | 18.9% | 23.4% | 22.8% |
| 18 to 24 years | 6.9% | 6.8% | 9.1% | 9.6% |
| 25 to 64 years | 50.1% | 51.0% | 52.5% | 52.4% |
| 65 years and over | 22.0% | 23.3% | 15.0% | 15.2% |
| Race | | | | |
| White alone | 92.8% | 93.5% | 83.3% | 72.7% |
| Black or African American alone | 0.5% | 0.5% | 6.2% | 12.7% |
| American Indian Alone | 3.7% | 3.6% | 1.1% | 0.8% |
| Asian alone | 0.4% | 0.5% | 4.7% | 5.4% |
| Some other race alone | 0.2% | 0.1% | 1.8% | 5.1% |
| Two or more races: | 2.4% | 1.9% | 2.9% | 3.2% |
| Education (25+ years of age) | | | | |
| Less than high school graduate | 6.4% | 7.7% | 7.0% | 12.3% |
| High school graduate or GED | 30.2% | 36.0% | 24.9% | 27.1% |
| Some college, no degree | 27.1% | 26.8% | 21.2% | 20.6% |
| Associate's degree | 13.5% | 11.9% | 11.4% | 8.4% |
| Bachelor's degree | 16.0% | 11.6% | 23.3% | 19.4% |
| Master's degree or higher | 6.8% | 6.0% | 12.1% | 12.1% |
| Poverty Status | | | | |
| 200% of poverty level and above | 66.4% | 65.3% | 75.4% | 68.1% |
| Living below 200% of poverty level | 33.6% | 34.7% | 24.6% | 31.9% |
| Living below 100% poverty level | 13.3% | 16.4% | 10.1% | 14.1% |
| Living in extreme poverty* | 5.4% | 5.7% | 4.4% | 6.2% |

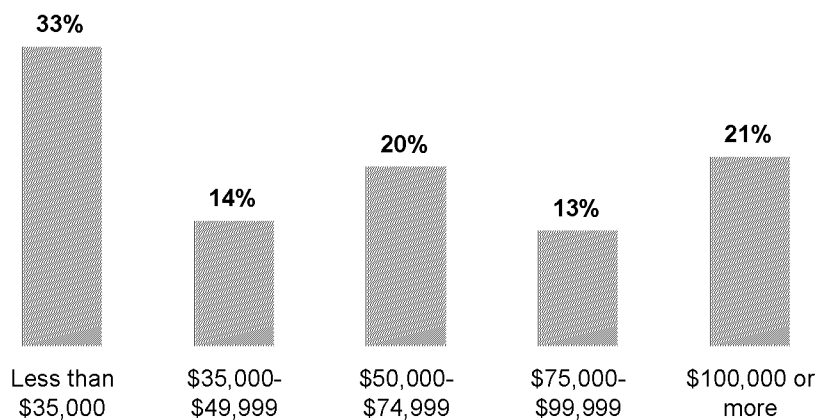
Source: US Census Bureau, 2018 American Community Survey 5-Year Estimates

*** Income below 50% of the poverty level.**

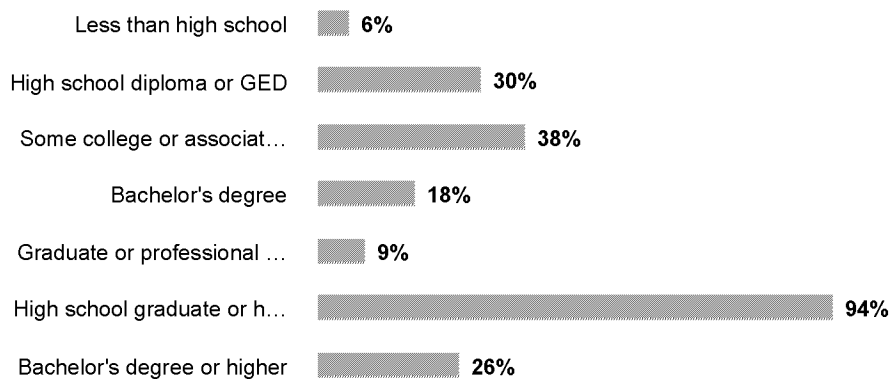
NORTHLAND REGION

At-a-glance facts about residents, households, and workforce. Data are largely derived from the U.S. Census Bureau. When a data point is missing or considered unreliable, it will not display or be labeled suppressed. See information about geographic profile sources.

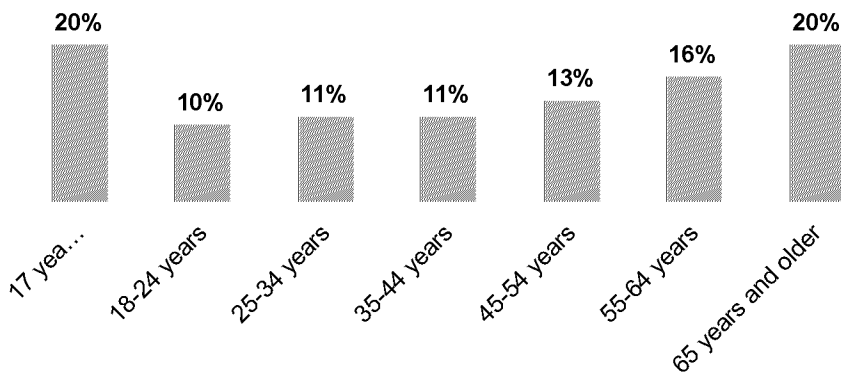
Households by income (2018 dollars)



Educational attainment among adults 25 and older, 2014-2018



Population by age group



Cost-burdened households by type, 2014-2018



Demographics

Northland

Total population (2014-2018)

Total population 325,181

Gender and age (2014-2018)

| | | |
|---------------|---------|-------|
| Male | 164,405 | 50.6% |
| Female | 160,776 | 49.4% |
| Under 5 years | 16,370 | 5.0% |
| 5-9 years | 17,750 | 5.5% |

| | | |
|--------------------|--------|-------|
| 10-14 years | 18,468 | 5.7% |
| 15-17 years | 11,067 | 3.4% |
| 18-24 years | 33,875 | 10.4% |
| 25-34 years | 35,663 | 11.0% |
| 35-44 years | 35,576 | 10.9% |
| 45-54 years | 40,605 | 12.5% |
| 55-64 years | 51,345 | 15.8% |
| 65-74 years | 36,521 | 11.2% |
| 75-84 years | 19,149 | 5.9% |
| 85 years and older | 8,792 | 2.7% |

Race and ethnicity (2014-2018)

| | | |
|------------------------------------|-------------------|-------|
| White | 299,950 | 92.2% |
| Of Color | <i>suppressed</i> | |
| Black or African American | 4,093 | 1.3% |
| American Indian and Alaskan Native | 8,633 | 2.7% |
| Asian or Pacific Islander | 2,632 | 0.8% |
| Other | 969 | 0.3% |
| Two or more races | 8,749 | 2.7% |
| Hispanic or Latino | 5,084 | 1.6% |

Foreign-born (2014-2018)

| | | |
|------------------------|-------|------|
| Foreign-born residents | 7,020 | 2.2% |
|------------------------|-------|------|

Language spoken (2014-2018)

| | | |
|--------------------------------------|---------|--------|
| Population (5 years and older) | 308,811 | 100.0% |
| English only | 298,224 | 96.6% |
| Language other than English | 10,587 | 3.4% |
| Speaks English less than "very well" | 2,331 | 0.8% |

Disability (2014-2018)

| | | |
|---|---------|--------|
| Total population for whom disability status is determined | 319,389 | 100.0% |
| Population with a disability | 55,729 | 17.4% |

Residence one year ago (2014-2018)

| | | |
|--------------------------------------|---------|--------|
| Population (1 year and over in US) | 322,154 | 100.0% |
| Same residence | 276,020 | 85.7% |
| Different residence in the U.S. | 45,459 | 14.1% |
| Different residence outside the U.S. | 675 | 0.2% |



| | | |
|--|-----------|--------|
| Total households | 139,569 | 100.0% |
| Less than \$35,000 | 45,471 | 32.6% |
| \$35,000-\$49,999 | 20,113 | 14.4% |
| \$50,000-\$74,999 | 27,264 | 19.5% |
| \$75,000-\$99,999 | 18,128 | 13.0% |
| \$100,000 or more | 28,593 | 20.5% |
| Median household income (2018 dollars) | \$ 53,094 | 100.0% |

Poverty (2014-2018)

| | | |
|---|---------|--------|
| All people for whom poverty status is determined | 314,091 | 100.0% |
| With income below poverty | 44,510 | 14.2% |
| With income 100-149 of poverty | 26,278 | 8.4% |
| With income 150-199 of poverty | 29,141 | 9.3% |
| With income 200 of poverty or higher | 214,162 | 68.2% |
| 17 years and younger (percent of people under age 18) | 53,126 | 16.9% |
| 18-24 (percent of people age 18-24) | 109,546 | 34.9% |
| 25-34 (percent of people age 25-34) | 47,532 | 15.1% |
| 35-44 (percent of people age 35-44) | 33,591 | 10.7% |
| 45-54 (percent of people age 45-54) | 34,673 | 11.0% |
| 55-64 (percent of people age 55-64) | 33,931 | 10.8% |
| 18-64 (percent of people 18-64) | 48,161 | 15.3% |
| 65 years and older (percent of people age 65+) | 24,631 | 7.8% |



Health

Northland

Health coverage (2014-2018)

| | | |
|---|---------|--------|
| Total population age 65 and under for whom health insurance coverage status is determined | 319,389 | 100.0% |
| Population 65 and under without health insurance coverage | 16,869 | 5.3% |



Housing

Northland

Total housing units (2014-2018)

| | | |
|---------------------|---------|--------|
| Total housing units | 186,230 | 100.0% |
|---------------------|---------|--------|

Owned and Rental Housing (2014-2018)

| | | |
|--|---------|-------|
| Vacant housing units (seasonal units included) | 46,661 | 25.1% |
| Occupied housing units | 139,569 | 74.9% |
| Average household size | 2.2 | |
| Owner-occupied | 103,823 | 55.7% |
| Average household size | 2.2 | |
| Renter-occupied | 35,746 | 19.2% |
| Average household size | 1.9 | |

Year built (2014-2018)

| | | |
|-----------------|--------|-------|
| 2000 or later | 27,496 | 14.8% |
| 1970-1999 | 66,268 | 35.6% |
| 1940-1969 | 52,468 | 28.2% |
| 1939 or earlier | 39,998 | 21.5% |

Households (2014-2018)

| | | |
|------------------|---------|--------|
| Total households | 139,569 | 100.0% |
|------------------|---------|--------|

Households by type (2014-2018)

| | | |
|--|--------|-------|
| Family households | 84,174 | 60.3% |
| With children under 18 years | 33,994 | 24.4% |
| Married-couple family households | 66,869 | 47.9% |
| With children under 18 years | 22,267 | 16.0% |
| Single-person family households | 17,305 | 12.4% |
| With children under 18 years | 11,727 | 8.4% |
| Nonfamily households | 55,395 | 39.7% |
| Householder living alone | 44,798 | 32.1% |
| 65 years and over | 19,328 | 13.8% |
| Households with one or more children under 18 years | 34,427 | 24.7% |
| Households with one or more people 65 years and over | 45,044 | 32.3% |

Year householder moved into unit (2014-2018)

| | | |
|--------------------------|--------|-------|
| Moved in 2010 or later | 55,806 | 40.0% |
| Moved in 2000-2009 | 35,975 | 25.8% |
| Moved in 1990-1999 | 21,175 | 15.2% |
| Moved in 1989 or earlier | 21,175 | 15.2% |

Cost-burdened households (2014-2018)

| | | |
|---|---------|--------|
| All households for which cost burden is calculated | 135,910 | 100.0% |
| Cost-burdened households | 36,197 | 26.6% |
| Owner households for which cost burden is calculated | 103,254 | 100.0% |
| Cost-burdened owner households | 19,938 | 19.3% |
| Renter households for which cost burden is calculated | 32,656 | 100.0% |
| Cost-burdened renter households | 16,259 | 49.8% |

Rent paid (2014-2018)

| | |
|---------------------------------|--------|
| Households paying rent | 33,260 |
| Median rent paid (2018 dollars) | \$ 685 |



Vehicles per household (2014-2018)

| | | |
|------------------------------|--------|-------|
| No vehicles | 10,566 | 7.6% |
| 1 vehicle available | 41,451 | 29.7% |
| 2 vehicles available | 52,660 | 37.7% |
| 3 or more vehicles available | 34,892 | 25.0% |

Transportation to work (2014-2018)

| | | |
|---|---------|--------|
| Workers (16 years and older) | 150,942 | 100.0% |
| Car, truck, or van (including passengers) | 133,147 | 88.2% |
| Public transportation | 2,468 | 1.6% |
| Walked, biked, worked at home, or other | 15,327 | 10.2% |

Travel time to work (2014-2018)

| | | |
|--|---------|--------|
| Total workers age 16+ (not home based) | 144,075 | 100.0% |
| Less than 10 minutes | 32,079 | 22.3% |
| 10-19 minutes | 51,945 | 36.1% |
| 20-29 minutes | 27,088 | 18.8% |
| 30 minutes or longer | 32,963 | 22.9% |

**Workforce**

Northland

Educational attainment (2014-2018)

| | | |
|------------------------------------|---------|--------|
| Population (25 years and older) | 227,651 | 100.0% |
| Less than high school | 13,724 | 6.0% |
| High school diploma or GED | 68,044 | 29.9% |
| Some college or associate's degree | 85,729 | 37.7% |
| Bachelors Degree | 40,568 | 17.8% |
| Graduate or professional Degree | 19,586 | 8.6% |
| High school graduate or higher | 213,927 | 94.0% |
| Bachelor's degree or higher | 60,154 | 26.4% |

Working Adults (2014-2018)

| | | |
|--|---------|--------|
| Total civilian non-institutionalized population, age 18-64 | 194,418 | 100.0% |
| working age adults who are employed | 143,626 | 73.9% |
| Civilian labor force | 150,971 | 100.0% |
| Unemployed | 7,345 | 4.9% |

Total employed workers (LEHD) (2017)

| | | |
|------------------------|---------|--------|
| Total employed workers | 147,352 | 100.0% |
|------------------------|---------|--------|

Worker age (2017)

| | | |
|-------------------|--------|-------|
| Age 29 or younger | 35,091 | 23.8% |
|-------------------|--------|-------|

| | | |
|-----------------|--------|-------|
| Age 30 to 54 | 75,004 | 50.9% |
| Age 55 or older | 37,257 | 25.3% |

Workers by earnings (2017)

| | | |
|-------------------------------|--------|-------|
| \$15,000 per year or less | 40,066 | 27.2% |
| \$15,001 to \$39,999 per year | 47,234 | 32.1% |
| \$40,000 or more per year | 60,052 | 40.8% |

Workers by industry of employment (2017)

| | | |
|---|--------|-------|
| Accommodation and food services | 14,645 | 9.9% |
| Administration & support, waste management, and remediation | 3,959 | 2.7% |
| Agriculture, forestry, fishing and hunting | 4,591 | 3.1% |
| Arts, entertainment, and recreation | 3,690 | 2.5% |
| Construction | 7,033 | 4.8% |
| Educational services | 14,702 | 10.0% |
| Finance and insurance | 4,910 | 3.3% |
| Health care and social assistance | 32,602 | 22.1% |
| Information | 1,556 | 1.1% |
| Management of companies and enterprises | 1,235 | 0.8% |
| Manufacturing | 8,985 | 6.1% |
| Mining, quarrying, and oil and gas extraction | 3,959 | 2.7% |
| Other services (excluding public administration) | 5,267 | 3.6% |
| Professional, scientific, and technical services | 5,069 | 3.4% |
| Public administration | 10,347 | 7.0% |
| Real estate and rental and leasing | 1,512 | 1.0% |
| Retail trade | 16,620 | 11.3% |
| Transportation and warehousing | 4,417 | 3.0% |
| Utilities | 1,763 | 1.2% |
| Wholesale trade | 3,784 | 2.6% |

Workers by race (2017)

| | | |
|---|---------|-------|
| White alone | 138,045 | 93.7% |
| Black or African American alone | 1,790 | 1.2% |
| American Indian or Alaska Native alone | 3,583 | 2.4% |
| Asian alone | 1,354 | 0.9% |
| Native Hawaiian or Other Pacific Islander alone | 57 | 0.0% |
| Two or more race groups | 2,523 | 1.7% |

Workers by educational attainment (2017)

| | | |
|---------------------------------------|--------|-------|
| Less than high school | 8,841 | 6.0% |
| High school or equivalent, no college | 33,957 | 23.0% |
| Some college or associate degree | 42,581 | 28.9% |
| Bachelor's degree or advanced degree | 26,882 | 18.2% |

Grand Rapids Human Rights Commission

2020 Revised Work Plan

Prepared in accordance with Commission By-laws, Article 10

| QUARTER | GOAL OR ACTIVITY <small>(refer to goal or activity description page for more detail)</small> | ORDINANCE | BUDGET GOAL | EST. COST <small>(See Notes below)</small> |
|----------------------|---|---|-------------|---|
| 2020 Q4 Oct – Dec | Improve Human Rights Awareness - Consider adding information to the city’s Human Rights Commission web page - Update other necessary commission-related materials (such as pamphlets, awareness materials, etc.) | Sec.2-301(a, b, and c) | D | \$ 500 |
| | Gather and evaluate demographic data -Gather or develop information on greatest human rights concerns -Develop, activities or policy recommendations to address human rights concerns | Sec. 2-303(3)(1, 2, and 6) Sec. 2-301 (a) | D | \$ 500 |
| | Human rights educational opportunities - <i>Support of SEEN exhibit</i> | Sec. 2-303(3), Sec. 2-301(a)(5) | A | \$ 3,500 |
| | Human rights educational opportunities with schools - <i>Explore / discuss Reif Center, District 318, Arts & Culture Commission partnerships</i> | Sec. 2-303(3), Sec. 2-301(a)(5) | A | \$ 0 |
| | New commissioner on-boarding and commissioner training and education - New business for October: Discuss commissioner on-boarding, training, and education. Ask commissioners about disseminating applications as a way to introduce each other. | City code Division 6 Commission Bylaws, including Article Ten | E | \$ 0 |

| | | | | |
|---------------------------------------|---|--|-------------------------------------|---|
| | <p>-Include request bios be submitted by each commissioner in order to: better know one another on the commission, gather information about our skills/ strengths as a commission, as well as understand where training needs may lie. To be distributed among commission members and/or posted on the commission webpage of the city</p> | | | |
| <p>2021 Q1 Jan – March</p> | <p>New commissioner on-boarding and commissioner training and education -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</p> <p>Explore opportunities for interfaith community event -Work group to investigate legal limits, permissible activities, and opportunities</p> <p>Minnesota League of Human Rights -Explore membership opportunity. Organize and sponsor human rights themed activities.</p> <p>Indigenous People’s Day Participate in planning and cosponsor activities or publications to further human rights purposes with regard to indigenous people in the city</p> <p>- Explore and discuss possible partnership with area schools and Arts & Culture Commission related to Indigenous People’s Day Celebration</p> <p>Explore community-wide educational opportunities to collaborate with GRPD, local law enforcement, other entities -Work group to investigate possible collaboration and co-sponsoring of a training, community dialogue, or other relevant opportunity.</p> | <p>City code Division 6 Commission Bylaws, including Article Ten</p> <p>Sec. 2-303(1) Article(10)(3)</p> <p>Bylaws Sec 10 (3, 7)</p> <p>Sec. 2-303(1, 3) Article(10)(3, 5)</p> | <p>E</p> <p>C</p> <p>C</p> <p>B</p> | <p>\$ 500</p> <p>\$ 500</p> <p>\$ 500</p> <p>--</p> <p>\$ 1,000</p> |
| <p>Q2 April – June</p> | <p>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</p> | <p>City code Division 6 Commission Bylaws</p> | <p>E</p> | <p>\$ 500</p> |

| | | | | |
|----------------|--|--|-------------|-----------------------------|
| | <p>Review of 2020 Census Data Monitor release of 2020 census data to review and inform possible changes to work plan and priorities</p> <p>Support Juneteenth Day Event -Recognize <i>Freedom Day</i>, including human rights, civil rights, and freedom of discrimination in our community by assisting street-side setting of street banners and United States flags and public awareness of these rights</p> <p>Indigenous People's Day -Participate in initial planning with regard to indigenous people's day in the city - Explore and discuss possible partnership with area schools and Arts & Culture Commission related to Indigenous People's Day Celebration</p> | Sec. 2-301 | C | -- |
| | <p>Commissioner training and education -Identify and support commissioner training and education opportunities</p> <p>Review human rights educational opportunities with schools -Identify and support human rights educational events</p> <p>Minnesota League of Human Rights - Organize and sponsor human rights themed activity or event.</p> <p>Indigenous People's Day Participate in planning and cosponsor activities or publications to further human rights purposes with regard to indigenous people in the city - Explore and discuss possible partnership with area schools and Arts & Culture Commission related to Indigenous People's Day Celebration</p> | City code Division 6 Commission Bylaws, including Article Ten Sec. 2-303(3), Sec. 2-301(a)(5) Bylaws Sec 10 (3, 7) | E A C | \$500 \$ 1,000 \$ 250 |
| Q3 July – Sept | <p>Commissioner training and education -Send select commissioners to attend annual Human Rights Symposium organized by the MN Department of Human Rights (typically in December)</p> <p>Indigenous People's Day Cosponsor activities or publications to further human rights purposes with</p> | City code Division 6 Commission Bylaws, including Article Ten Sec. 2-303(1, 3) Article(10)(3, 5) | E B | \$ 1,000 \$ 2,500 |
| Q4 Oct – Dec | | | | |

| | | | | | |
|-----------|---|-----------------------------|---|-----------|--|
| | regard to indigenous people in the city | | | | |
| | Human Rights Awareness Events - Human Rights Day (Dec 10) -Community Conversations -Possible tie to school collaboration -Possible speakers and presentations | Sec. 2-301 Sec. 2-303(5) | A | \$ 1,000 | |
| Year 2021 | Budget Amount Not Committed to Scheduled Objectives (see Note C) | | | \$ | |
| Year 2021 | Total 2021 Budgeted Expenditures above | | | \$9,500 | |
| Year 2021 | Total 2021 Budget (see Note D) | | | \$ 11,800 | |

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.
- C. This work plan revision was necessitated by: city cancellation of the scheduled regular January 29, 2020 Commission meeting, city setting of the February 26, 2020 regular Commission meeting, and then city cancellation of all commission meetings with the on-set of the COVID-19 Pandemic. The Commission reconvened for its first regular agenda meeting on September 30, 2020.
- D. The Commission was informed that the City Administrator planned to recommend the commission be allowed to roll over any unused fiscal year 2020 budget dollars to fiscal year 2021, due to the cancellations of the commission by the city for the January and February meetings, and then the cancellation of subsequent meetings until September 2020 due to the COVID-19 pandemic. As of October 8th, 2020, the commission had \$4,300 uncommitted.

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 2020 and 2021, 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, 2021. 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.

Explore opportunities for interfaith community event

The Commission has concerns based upon empirical observations about the possibility of, or of having, discriminatory activity in the city based upon based upon religion, race, or national origin. One of the ways to deal with this, if this is the case, could be through events involving or sponsored by multifaith and non-faith organizations. Prior to developing a program, and recognizing that there are legal and other considerations relating to this type of activity by a public body such as the Commission, the Commission intends create a work group to consider possibilities of this type and consult with legal counsel to ascertain legal boundaries. When an acceptable activity and format is identified, the Commission expects to support such event.

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 the first quarter of 2021 for implementation with 2020/2021 newly-appointed 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 2020. 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 xx, 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.

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.

Census Activities

The Commission intends to review 2020 census data to inform changes in priorities, activities, and recommendations in the city.

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 2021, 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.

Explore community-wide educational opportunities to collaborate with GRPD, local law enforcement, other entities

The Commission would like to explore possible collaboration and co-sponsorship of an event with the Grand Rapids Police Department, and possible others. This work group would work alongside the GRPD Chief of Police and/or other identified representatives of GRPD to develop a mutually beneficial and relevant educational and/or training opportunity.

Minnesota League of Human Rights

The Commission plans to look into membership in the Minnesota League of Human Rights and associating with the League in organizing and sponsoring or co-sponsoring human rights themed activities.

Note: 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. Human rights concerns related to protected groups or situations not included above:
 - Housing
 - Employment
 - Public accommodations / services
 - Disability / different abilities
 - Cultural sensitivity or diversity training
 - Implicit Bias
 - Religion
 - Income equality / poverty
 - Others

- b. Alternative education/training delivery methods: print, seminars, webinars, speeches, and others