



**CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CITY HALL, CONFERENCE ROOM 2A, 420 N. POKEGAMA AVE.
DATE: WEDNESDAY, SEPTEMBER 30, 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	

Welcome New Members and Introductions

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.

ELECTION OF OFFICERS:

- Chair
- Vice – Chair

APPROVAL OF MINUTES: September 08, 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:

- Update on Reif event sponsorship
- Review/discuss 2020 Workplan
- Discussion of a work plan and budget for the HRC for 2021
- Update from the “SEEN” working group

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 special 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 08, 2020 at 4:00 p.m.

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

Staff: Chad Sterle

CALL TO ORDER: Chair Moren called the meeting to order at 4:07 p.m.

NEW BUSINESS:

- Update on “SEEN” project.
 - Original amount requested for donation from the HRC was \$4,500.
 - Kootasca is going to donate \$300
 - Blandin Foundation will donate \$1,000 to MacRostie
 - The new requested amount from the HRC is \$3,200.
 - Work group: Lopez-Cortes, Erickson, Friesen.

Motion by Commissioner Learmont, second by Commissioner Hodgson to approve \$3,200 sponsorship for event “SEEN” at the MacRostie Art Center. Motion passed by unanimous vote.

There being no further business, the meeting adjourned at 4:16 PM.

Respectfully submitted: Janell Hecimovich, Administrative Assistant

Grand Rapids Human Rights Commission

2020 Revised Work Plan

Prepared in accordance with Commission By-laws, Article 10

QUARTER	GOAL OR ACTIVITY (refer to goal or activity description page for more detail)	ORDINANCE	BUDGET GOAL	EST. COST (See Notes below)
Q1 Jan – March	<p>January 29 meeting cancelled by City of Grand Rapids</p> <p>February 26 meeting focused on city attorney discussion regarding state Data Practices Act</p> <p>New commissioner on-boarding and commissioner training and education -Committee to define and develop specific training materials or personnel for new and existing Commissioners -Include reports at commission meetings to further knowledge about commission duties and human rights issues February 26th – Open Meeting Law Training, led by Chad Sterle, City Attorney</p>	<p>City code Division 6 Commission Bylaws, including Article Ten</p>	E	\$ 500
Q2 April – June	<p>Commissioner on-boarding and commissioner training and education - Conduct training for new and existing Commissioners -Include reports at commission meetings to advance knowledge about commission duties and human rights issues Improve Human Rights Awareness - Study adding information to the city’s Human Rights Commission web page - Update pamphlets and provide other marketing materials</p>	<p>City code Division 6 Commission Bylaws Sec.2-301(a, b, and c)</p>	E D	\$ 500 \$ 500
	<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>Sec. 2-303(3)</p>	C	\$ 500

	<p>Gather and evaluate demographic data -Gather or develop information on areas of greatest concern regarding human rights issues -Develop, as appropriate, activities or policy recommendations to address human rights concerns</p>	<p>Sec. 2-303(3)(1, 2, and 6) Sec. 2-301 (a)</p>	<p>D</p>	<p>\$ 500</p>
<p>Q3 July – Sept</p>	<p>Commissioner training and education</p>	<p>City code Division 6 Commission Bylaws, including Article Ten</p>	<p>E</p>	
	<p>Review human rights educational opportunities with schools Identify and support educational events</p>	<p>Sec. 2-303(3), Sec. 2-301(a)(5)</p>	<p>A</p>	<p>\$ 1,000</p>
	<p>Explore opportunities for interfaith community event -Committee to investigate legal limits and permissible activities</p>	<p>Sec. 2-303(1) Article(10)(3)</p>	<p>C</p>	<p>\$ 500</p>
	<p>Voting and Census Awareness Activities Monitor 2020 census activities from the standpoint of human rights Identify an educational program</p>	<p>Sec. 2-301</p>	<p>C</p>	<p>\$ 500</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>Sec. 2-303(1, 3) Article(10)(3, 5)</p>	<p>B</p>	
<p>Q4 Oct – Dec</p>	<p>Commissioner training and education</p>	<p>City code Division 6 Commission Bylaws, including Article Ten</p>	<p>E</p>	<p>\$ 500</p>
	<p>Voting and Census Awareness Activities Monitor developments and needs</p>	<p>Sec. 2-301</p>	<p>C</p>	
	<p>Indigenous People’s Day Cosponsor activities or publications to further human rights purposes with regard to indigenous people in the city</p>	<p>Sec. 2-303(1, 3) Article(10)(3, 5)</p>	<p>B</p>	<p>\$ 1,500</p>

	Human Rights Awareness Events - Human Rights Day (Dec 10)	Sec. 2-301 Sec. 2-303(5)	A	\$ 1,000
	Community Conversations Possible tie to school collaboration Possible speakers			
	Minnesota League of Human Rights Organize and sponsor human rights themed school essay contest	Bylaws Sec 10 (3, 7)	C	\$ 500
Year 2020	Budget Amount Not Committed to Scheduled Objectives (see Note C)			\$
Year 2020	Total 2020 Budgeted Expenditures			\$ 7,500

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 and city setting of the February 26, 2020 regular Commission meeting.

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, the Commission will appoint a committee 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 an distributing new brochures, literature, or pamphlets that create awareness 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, 2020. 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 to formal a committee 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 2020 for implementation with 2020 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 take action 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.

Voting and Census Awareness Activities

While there currently are no known specific human rights issues with the 2020 U.S. census, potential exists for such issues to arise. The Commission intends to monitor census-taking in the local area and be prepared to develop actions or information for dissemination if a need arises.

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 2020, 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.

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 a human rights themed school essay contest.

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
- Others

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