



**CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CITY HALL, CONFERENCE ROOM 2A, 420 N. POKEGAMA AVE.**

DATE: WEDNESDAY, NOVEMBER 27, 2019

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 Ensley, Vice Chair: 3/18 – 3/21

Commissioner Learmont: 3/19 – 3/22

Commissioner Friesen: 3/18 – 3/21

Commissioner Leming-Salisbury: 3/19 – 3/22

Commissioner Erickson: 5/19 – 3/20

Commissioner Schirber: 3/17 – 3/20

Commissioner Turman: 3/19 – 3/20

Commissioner Lopez-Cortes: 3/19 – 3/22

Commissioner Moren, Chair: 3/18 – 3/21

CLOSED SESSION: Conduct a closed session to discuss security issues.

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.

PRESENTATION: "Know Your Rights" – Audel Shokohzadeh, MN Dept. of Human Rights

APPROVAL OF MINUTES: October 30, 2019 Meetings

FINANCIALS:

PUBLIC COMMENT/ACCOLADES:

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

CIRCLE OF HEALING UPDATE:

BIG VIEW UPDATE:

OLD BUSINESS:

- Interfaith Plan follow up
- Continue developing 2020 work plan

NEW BUSINESS:

- Consider request from Support Within Reach to financial support of information kiosk at Itasca Community College.

CALLS/COMPLAINTS/INQUIRIES:

ADJOURNMENT:

ITEMS FOR NEXT AGENDA:

- Closed meeting to discuss Security
- On-Boarding/Training - Audel Shokohzadeh, Civic Engagement Director for MDHR.
- Finalize 2020 Work Plan
- Interfaith Plan follow up

There being no further business, the meeting adjourned at 5:25 PM.

Respectfully submitted:

Kimberly Gibeau, City Clerk

**CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION**

**SCHEDULE OF CHANGES IN REVENUE AND EXPENDITURES
FOR THE PERIOD ENDING OCTOBER 31, 2019**

	<u>Actual 10/31/2019</u>
Human Rights Budgeted Expenditures	\$ 5,000
Haven Community Event Sponsorship	500
Kootasca Big View Acting Black: Demystifying Racism 9/10	500
Kootasca Big View The LGBTQ Community & Poverty 10/17	500
MacRostie Beyond Borders Indigenous Invitational Exhibit Support	500
MacRostie Indigenous Peoples Day Speakers/Facility Use	1,497
	-
	-
	-
Grants Received	-
Balance Available	<u>\$ 1,503</u>

Kim Gibeau

From: Laurie Turman <lauraturman@yahoo.com>
Sent: Tuesday, November 12, 2019 4:30 PM
To: Kim Gibeau
Subject: 2020 programming ideas

Hi Kim,

I was under the impression that we were to write a sort of proposal for anything we brought up but after further talking with Alice she said to just basically list priorities.

I would still like to first touch on the ideas I had brought up • Interfaith Discussion Panel To provide a forum for people to get direct info since there seems to be So much misinformation(such as Ed Horseman's anti-Islam propaganda). However, if there is a question of crossing the lines of Church and State it's best the commission stay out of it.

• Pen Pals with Pakistan(or any Muslim Country) Idea was for elementary age students to get a chance to correspond with each other as Humans rather than see each other as terrorists. But once again if it crosses lines of Church and State, the commission should not be part of.

3 ideas I think should be priorities:

•Plaque(or statue)recognizing indigenous land and treaties.

We did forget to list the plaque that Barb Sanderson presented, I think this a should be a priority, perhaps for the final quarter to be presented during Indigenous people's day/month.

• Commission Training/New Commissioner on Boarding.

As I never got a folder I am still unsure about laws, requirements, and responsibilities....

•Human Rights Awareness Events

Laura Turman

Sent from my iPhone

Grand Rapids Human Rights Commission 2020 Quarterly Plan

By: Paola Lopez-Cortes

January – March 2020

- Commission Training
 - Implicit Bias
 - Webinars, in-person opps, articles
 - Speakers
- Explore resource pages for HR website
 - Adding events and posters to calendar
 - Adding event info and photos
- New Commissioner on-boarding

April – June 2020

- Explore faith community of human rights law/even collaborations
- Juneteenth Day Event
 - Flags and/or banners
 - Awareness event/education

July – September 2020

- Voting and Census Awareness Activities
- Explore and evaluate demographic data for City of GR
- Collaboration with schools
 - Pen-pals
 - Education Summit

October – December 2020

- MN League of Human Rights
 - Essay contest for schools
- Indigenous People's Day
- Human Rights Awareness Events
 - Human Rights Day (Dec. 10)
 - Community Conversations/Potluck

Kim Gibeau

From: Lea Friesen <lea.friesen@gmail.com>
Sent: Sunday, November 24, 2019 11:10 AM
To: Kim Gibeau
Subject: Re: Meeting Agenda

Hello Kim,

Here is my contribution to the 2020 Work Plan. I will not be able to be at the meeting on Wednesday.

1st Quarter: Select date for Commissioner Implicit Bias training, New Commissioner on-Boarding, Invite Faith Leaders to attend meeting to design event
2nd Quarter: Juneteenth Event, order Banners/flags with message. Reach out to 318 admin regarding event involving cultural sensitivity training for teachers and/or students (resource: MN center for Humanities) Voting and Census Awareness Activities
3rd Quarter: Repeat: Voting and Census Awareness Activities. Organize Indigenous Peoples Day Activities
4th Quarter: Explore resource pages for website, Adding events and posters to calendar on HR website. Indigenous People's Day

On Fri, Nov 22, 2019 at 11:19 AM Kim Gibeau <kgibeau@ci.grand-rapids.mn.us> wrote:

Good Morning,

I have attached the agenda packet for the Human Rights meeting on Wednesday, November 27th.

At the last meeting, members had indicated that they would send me their 2020 work plan priorities separated by recommended quarters. If the Commission still wishes for me to have a draft quarterly 2020 schedule, please send me your information no later than Monday, November 25th. With the holiday, it will be a short week.

Thank you and have a nice weekend.

Kim Gibeau

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HRC 2020 Work Plan Timeline

QUARTER	ACTIVITY	ORDINANCE	BUDGET GOAL	EST. COST
Q1 Jan – March	Committee to Explore Data / Evaluation Explore resource pages for website - Adding events and posters to calendar on HR website - Adding pictures/post-info event on homepage	Sec. 2-303(2)(6) Sec.2-301	D	
Q1 Jan – March	Explore faith community support of human rights law/event collaboration Committee work/monthly reports to full commission	Sec. 2-303(1) Article(10)(2)(5)	A	
Q1 Jan – March	New commissioner on-boarding Committee work/monthly reports to full commission	Sec. 2-303(1)	E	
Q1 Jan – March	Quarterly Commission training – for new & existing Commissioners - Implicit Bias - Webinars, in-person opportunities, articles to read, etc.	Sec. 2-303(1) Article(10)(1)(3)	E	
Q2 April – June	Quarterly Commission training – for new & existing Commissioners - Implicit Bias - Webinars, in-person opportunities, articles to read, etc.	Sec. 2-303(1) Article(10)(1)(3)	E	
Q2 April – June	Juneteenth Day Event - Banners/flags again <i>add context/awareness of Freedom Day</i>		A?	
Q3 July – Sept	Quarterly Commission training – for new & existing Commissioners - Implicit Bias - Webinars, in-person opportunities, articles to read, etc.	Sec. 2-303(1) Article(10)(1)(3)	E	
Q3 July – Sept	Review opportunities to collaborate with schools – begin discussions: - Pen-pals with Pakistan/other countries - Education Summit (focused on Human Rights & Social Justice) - Human Rights Day event w/ school(s)?		C	
Q3 July – Sept	Voting and Census Awareness Activities <i>Continue on in next quarter</i>		A	
Q4 Oct – Dec	Quarterly Commission training – for new & existing Commissioners - Implicit Bias	Sec. 2-303(1) Article(10)(1)(3)	E	

	- Webinars, in-person opportunities, articles to read, etc			
Q4 Oct - Dec	Indigenous People's Day - Land acknowledgment plaque /Native American statue	Sec. 2-303(1)(3) Article(10)(2)(3)(5)	B	
Q4 Oct - Dec	Human Rights Awareness Events - Human Rights Day (Dec 10) - Community Conversations/Pöttuck * Possibly tie to school collaboration??	Sec. 2-303(5)	B	
Q4 Oct- Dec	MN League of Human Rights - Essay contest for schools *If they are still providing, the last contest deadline was for FEB. Would want to start in Nov/Dec working with schools/classes to get submissions	Bylaw (7)	E	

Areas missing / to possibly consider:

- Housing
- Employment
- Differing abilities

Human Rights Commission 2020 Work plan timeline draft

QUARTER	ACTIVITY	ORDINANCE	BUDGET GOAL	EST. COST
1) Jan - March	Explore faith community support of human rights law/event collaboration Commissioner work/monthly reports to full commission	Sec. 2-303(1) Article(10)(2)(5)	A	
1) Jan - March	New commissioner on-boarding Commissioner work/monthly reports to full commission	Sec. 2-303(1)	E	
1) Jan - March	Commission training – for new & existing Commissioners - Implicit Bias - Webinars, in-person opportunities, articles to read, etc.	Sec. 2-303(1) Article(10)(1)(3)	E	
2) April - June	Commission training – for new & existing Commissioners - Implicit Bias - Webinars, in-person opportunities, articles to read, etc.	Sec. 2-303(1) Article(10)(1)(3)	E	
2) April - June	Voting and Census Awareness Activities		A	
2) April - June	Juneteenth Day Event – Banners/flags again - add context/ awareness of Freedom Day		A?	
3) July - Sept	Commission training – for new & existing Commissioners - Implicit Bias - Webinars, in-person opportunities, articles to read, etc.	Sec. 2-303(1) Article(10)(1)(3)	E	
3) July - Sept	Collaboration with schools - Pen-pals with Pakistan/other countries - Education Summit (focused on Human Rights & Social Justice)		C	
3) July - Sept	MN League of Human Rights - Essay contest for schools	Bylaw (7)	E	
4) Oct - December	Commission training – for new & existing Commissioners - Implicit Bias - Webinars, in-person opportunities, articles to read, etc.	Sec. 2-303(1) Article(10)(1)(3)	E	
4) Oct - December	Indigenous People's Day - Land acknowledgement plaque /Native American statue	Sec. 2-303(1)(3) Article(10)(2)(3)(5)	B	
4) Oct - December	Human Rights Awareness Events - Human Rights Day (Dec 10) - Community Conversations/Potluck	Sec. 2-303(5)	B	
	Explore Data / Evaluation	Sec. 2-303(2)(6)	D	
	Explore resource pages for website - Adding events and posters to calendar on HR website - Adding pictures/post-info event on homepage	Sec.2-301		
SUGGESTION	Combine last two items (GRAY) – appoint committee to explore this piece of work.			