



**CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION**  
**CITY HALL, CONFERENCE ROOM 2B, 420 N. POKEGAMA AVE.**  
**DATE: WEDNESDAY, OCTOBER 30, 2019**  
**TIME: 4:00 P.M.**

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***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

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: August 28, 2019 & September 25, 2019 Meetings

- Included changes for August 28<sup>th</sup> minutes submitted by Commissioner Moren

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:

- Review Indigenous People's Day
- Continued discussion on "Colored Lines" production
- Continue developing 2020 work plan
- Continued discussion for Security Issues – Police Chief Johnson

NEW BUSINESS:

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CALLS/COMPLAINTS/INQUIRIES:

ADJOURNMENT:

## CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION

**CALL TO ORDER:** Pursuant to due notice and call thereof a regular meeting of the Grand Rapids Human Rights Commission was held in Conference Room 2B, Grand Rapids City Hall, Grand Rapids, Minnesota, on Wednesday, September 25, 2019 at 4:00 p.m.

**CALL OF ROLL:** The following members were present: Commissioners Learmont, Schirber, Moren, Lopez-Cortes, Leming-Salisbury, Erickson, Turman, Ensley and Friesen. Absent: None.

**Staff:** Kim Gibeau, City Clerk

### **SETTING AGENDA:**

**Motion by Learmont, second by Erickson to approve the agenda as presented. Motion passed by unanimous vote.**

**Presenter:** Barb Sanderson shared information regarding a ceremony and plaque that recognized campus land at the University of Wisconsin-Madison, as the ancestral homeland of the Ho-Chuck people. Ms. Sanderson is proposing the Commission consider a similar plaque and ceremony for Grand Rapids, to be placed around the community at various locations for a time and then permanently placed at City Hall. The Commission appreciated the recommendation and noted that this could be possible focus for Indigenous People's Day in 2020. John Schirber states that in the future, he would like to see a bronze statue of a Native American placed in the community. Possibly at Blandin Foundation, a City park or Central School.

### **APPROVAL OF MINUTES:**

Upon review, members accept changes to July 31, 2019 minutes but reject the minutes from August 28, 2019 as needing several corrections.

**Motion by Schirber, second by Lopez-Cortes to approve the minutes from the July 31, 2019, and table the minutes for August 28, 2019 until the next meeting to allow for review and corrections. Motion passed by unanimous vote.**

### **FINANCIALS:**

Reviewed financials.

**Motion by Leming-Salisbury, second by Lopez-Cortes to accept the financials. Motion passed by unanimous vote.**

### **PUBLIC COMMENT/ACCOLADES:**

None.

### **CIRCLE OF HEALING UPDATE:**

Commissioner Ensley stated that the next meeting is scheduled for Thursday, September 26, 2019 and an update will be provided at the October meeting.

### **BIG VIEW UPDATE:**

Carlyle Brown event took place on September 10<sup>th</sup> and was well attended. Lots of historical content. Concluded with audience discussion. Commissioner Moren noted that this presentation was definitely intended for white audiences. Considered a successful event in that it stirred up discussion about race, as was intended. No follow up is scheduled at this time, but may be in the future.

## OLD BUSINESS:

### **1) Indigenous People's Day Update:**

Commission has headed up planning, organizing, marketing and funding for 2019 celebration. There is a flyer presented for distribution. MacRostie is hosting the event and Friends of Library will provide refreshments. Mayor Adams will present a Proclamation at the opening ceremony on October 14<sup>th</sup>. This event has evolved into a collaborative effort with many other organizations in the community.

### **2) "Colored Lines" Discussion:**

Some of the commissioners have viewed the movie and state it is well done. As to the question of fund sponsorship, members would like a proposal submitted to include budget, schedule and plans for public showing events. Commissioner Lopez-Cortes will make contact and bring back more information at the next meeting.

### **3) Commissioner On-boarding & Training:**

Commissioners Moren & Ensley will work on plans to develop an on-boarding process for new commission members. Minnesota Department of Human Rights has some good resources on the website. Will keep members updated.

### **4) 2020 Budget:**

The proposed City budget includes a \$7,500 allocation for the Commission. The final budget and levy will be adopted by the City Council on December 16, 2019.

### **5) Work plan 2020:**

Discussed plans for 2020, noting ideas for various activities, training, education and events. Commissioner Erickson will compile notes and provide to the Clerk for distribution to the members. Follow up at the October meeting to prioritize and develop quarterly action plan.

### **6) Interfaith Discussion:**

Commissioners Friesen, Turman, Moren and Ensley formed a committee at the August meeting to do research regarding faith communities thoughts on Human Rights law and acceptance of all people, which came up specifically surrounding Muslim people. Commissioner Friesen made contact with Ben and Lisa Buchanan, leaders of Zion and Bethel Lutheran; both churches are members of ELCA. This religious organization is actively making statements that are inclusive and respecting all faiths and valuing people. Possible goals for this program included discovering how churches are reacting to Human Rights and getting the truth out, dispelling myths. Suggestion for organizing a petition sponsored by the Commission with a statement of respect for Islam or all faiths to be published in the newspaper. This would be presented to area churches, offering them the opportunity to sign on stating similar beliefs and that they stand with the Human Rights Commission. A panel discussion for the community could be held to provide information as well. The committee will meet and try to make plans for moving forward in 2020.

### **7) Security Issues:**

Discussed at the last meeting the possibility of having law enforcement present at meetings. An officer looked in at the last meeting three times. Conference Room 2A is equipped with a panic button and meetings could be held there if members prefer. Staff advised that security cameras are monitored and building access is controlled during regular business hours. However, due to open meeting law, meetings held before or after regular hours require the doors left open/unlocked to allow the public access and isn't monitored by law enforcement staff.

Some members still have concerns for safety and would like to have the City consider assigning an officer to attend the meetings each month. Another suggestion is to work with Police Department regarding A.L.I.C.E. training. Commissioner Moren will follow up with Police Chief Johnson and Sergeant Andy Morgan.

**NEW BUSINESS:**

**1) Consider sponsoring speaker Michael Lyons:**

Michael Lyons is a speaker that was unable to commit to speak on October 14<sup>th</sup> at the Indigenous People's Day event, but will be available on Wednesday, October 16<sup>th</sup>. As this will be an extension of the Indigenous People's Day events, requesting that funds previously approved for the events on October 14<sup>th</sup> be authorized as use for October 16<sup>th</sup> to help sponsor speaking engagement with Mr. Lyons.

**Motion by Friesen, second by Erickson to authorize previously committed funds for Indigenous People's Day to be extended to cover October 16<sup>th</sup> speaker, Michael Lyons, as a continuation of the event. Motion passed by unanimous vote.**

**ITEMS FOR NEXT AGENDA:**

- Follow up on "Colored Lines" production/request for funds.
- Continued 2020 workplan discussion.
- Follow up on Security Issues
- Review Indigenous People's Day events

**CALLS/COMPLAINTS/INQUIRIES:**

General question asked: Will the Human Rights Commission be involved in the upcoming Census.  
Answer: Although previously discussed, there are no specific plans in place at this time.

There being no further business, the meeting adjourned at 5:31 pm.

Respectfully submitted:

Kimberly Gibeau, City Clerk

## CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION

**CALL TO ORDER:** Pursuant to due notice and call thereof a regular meeting of the Grand Rapids Human Rights Commission was held in Conference Room 2B, Grand Rapids City Hall, Grand Rapids, Minnesota, on Wednesday, August 28, 2019 at 4:00 p.m.

**CALL OF ROLL:** The following members were present: Commissioners Learmont, Schirber, Moren, Lopez-Cortes, Erickson, Turman, Ensley and Friesen. Commissioner Leming-Salisbury was absent.

**Staff:** Cynthia Lyman

**Presenter:** None

**CALL TO ORDER:** Chair Moren called the meeting to order at 4:00 p.m.

### **SETTING AGENDA:**

Requested additions to agenda:

Add to New Business:

- New Commissioner On-Boarding Process and Training
- Commission Safety and Security

**Motion by Commissioner Learmont, second by Commissioner Lopez-Cortes to approve the agenda with additions. Motion passed by unanimous vote.**

### **APPROVAL OF MINUTES:**

Request was made by Commissioner Schirber to strike the sentence from the July 31, 2019 Minutes: ~~He indicated that he will be contacting the State of Minnesota with a complaint.~~, and replace with what he stated he said: He said that if this ever happens again he would be contacting the State of Minnesota. These Minutes will be tabled for approval until the next Commission meeting on September 25<sup>th</sup>, 2019.

**Motion by Commissioner Ensley, second by Commissioner Lopez-Cortes to table the approval of the Minutes from the July 31, 2019, Regular Commission Meeting until the next Regular Commission Meeting on September 25, 2019. Motion passed by unanimous vote.**

### **FINANCIALS:**

The Commissioners reviewed the financials provided in the agenda packet and noted that the Indigenous People Day funds will be discussed later in this meeting under Old Business.

**Motion by Commissioner Schirber, second by Commissioner Friesen to approve the financials. Motion passed by unanimous vote.**

### **PUBLIC COMMENT/ACCOLADES:**

Commissioner Ensley commented that the Human Rights Commission was asked if we could do anything to assist with the 2020 Census. There is a need to contact groups such as the Blandin Foundation and other Grass Roots groups, to develop a plan. The 2020 Census needs people to work and will be focusing their energy on making sure the low-income residents are counted.

### **CIRCLE OF HEALING UPDATE:**

Commissioner Ensley stated that we were invited to the \$50,000 grant meeting for the playground. There were donation and auction items as well as thank you's from the kids. There is a bid on the curbing and it may be done before winter.

On the 21<sup>st</sup>, of October, the Blandin Foundation is sponsoring a speaker named Becky, who is a fantastic language teacher (draft flyer handed out) and will be speaking about "7 Grandfather's Teachings". The event is hosted by the Circle of Healing, ICC and our Commission on the flyer. Since this is a draft, they would like our permission to include the Human Rights Commission on the flyer, at no cost.

**Motion by Commissioner Friesen, second by Commissioner Erickson to allow the use of the Human Rights Commission as a sponsor on the Blandin Foundation event on October 21<sup>st</sup>, 2019 and let them know this passed. Motion passed by unanimous vote.**

### **BIG VIEW UPDATE:**

The registration for the summer film series, "America Divided" for the event to be held on September 10, 2019 is going well. Due to the food supply etc and the sensitive topic matter, we asked for registration for this event.

Commissioner Learmont suggested a "Procedure Thought" that when the Commission authorizes something, that it should be relevant to the Human Rights Commission's objectives and mission, providing a sound basis how it relates to our mission. Commission members agreed that this was a good idea, that it helps to strengthen the basis of why we do what we do and it would make the Chair's job easier.

### **OLD BUSINESS:**

#### **1) Indigenous People's Day Update:**

Discussion regarding an email received from Kayla Aubid regarding the LGBTQA Community, 2 Spirits, has a role in Ojibway and participated in the Grand Forks Indigenous People's Day, is native and at the MacRostie. She has basic info, asked for more details and a list of who is confirmed for the month. Possible afternoon at the library or with Northern Lights School and/or something in the evening. Jonathon from the "Word of the Day", would be a good person to contact. It's not confirmed yet, looking at the budget, they are maxed out with speaking fees and per diem. Commissioner Leming-Salisbury will be back in a couple of weeks and we will talk to Kayla next week.

The request for \$1,500.00 more money where \$500.00 to the MacRostie on top of the \$1,500.00 as we do not know the cost yet. The \$1,500 request was already posted in the minutes so we need to vote.

**Motion was made to approve speaker fees and per diem up to \$1,500.00 for up to three speakers on Monday, October 14, 2019 for Indigenous People's Day. Not approved – amended below.**

**Motion was made to include the following: Motion was made to approve additional funds up to \$1,500.00 for up to three speakers, on October 14, 2019 for Indigenous People's Day, with \$500 already going to the Kiesler House, where one of the speakers would be specifically LGBTQA Community, related to their meeting. Motion by Commissioner Friesen, second by Commissioner Lopez-Cortes. Motion passed by unanimous vote.**

## 2) “Colored Lines” Discussion:

Commissioner Lopez-Cortes began the discussion that focused around A+B Productions not being a “Not for Profit” company and whether the Human Rights Commission can help fund/donate to their budget need of \$70,000.00 to complete their film within 4 years. The Commissioners stated that they would like more research or even a viewing of the Phase I portion of the film. The Commission wants to make sure that the issue of the film falls in line with the Human Rights Commission Mission Statement. The Commissioners would like to table until the next meeting and would like to make a request to see their budget. No motion at this meeting.

## 3) Review of Commission Presentation to the City Council August 26<sup>th</sup>, 2019:

Commissioner Moren stated that it was her understanding that the City Council would have time to review what the Human Rights Commission is asking for. She stated that they did not receive the document. The HR Commission is asking for more money, an On-Boarding Process and formalized commissioner training. Siting the roles and responsibilities as a Human Rights Commissioner. The Commissioner also stated that people do not understand how the Human Rights Commission goes about what they do the need for community education and partnerships for what we would like to do.

The city of Grand Rapids welcomes many, but there are people that do not feel welcome here. We need citizen input for our work plan and the Council does understand that we are operating on a shoestring budget.

## 4) Nibi Walks – Minnesota Humanities Center Update:

There is an exhibit at the Reif Center and participation in the two-day field tour.

## NEW BUSINESS:

### 1) Discuss Mission Statement and Options for presentation requests:

Commissioner Moren stated that we need a Draft Budget and details for the Human Rights Commission’s Mission Statement – the who, what we do and what it implies. We need a 2020 Work Plan for the next agenda and need to work out the subcommittees; they can meet without being a quorum. There are different projects that the Commission can begin to work on with low cost involved.

### 2) Added: Action/Homework:

- Bring ideas to put together the 2020 plan
- How a Council works – 1,3, 5 & 7 Year Plans
- 2020 being a great year – volunteers, new ideas, the community is constantly changing, Example – Aaron, we will have room for him and put him on the schedule
- Mission and Objectives, being sent out – check with Kim to see if they were sent out.
- **Request a copy of the ordinance/document that established the Human Rights Commission, and its bylaws**, so that every member has the same documents in their folder in front of them

### 3) Interfaith Discussion:

- Programming of the community churches of different faiths, to help people know and understand our mission and to get it from the source.
- All faiths are welcome and open to whomever wants to come, we need to put a call out to all and this may need a subcommittee – can get together for a meeting but for now gather info.

#### 4) **New Commissioner/Onboarding Process:**

- Commissioner Moren stated that there is not really a process when new commissioners come “On Board”. We need something more concrete, like information in the folder, of the bylaws etc. There needs to be a process, through the city, that all new commissioners would go through. We need to ask the Clerk and City Administrator for some kind of structure applicable to all commissions. It will be a goal of March 2020 to get something together with a new format and formal training. Possibly check into the State level for assistance and also put the MN State Human Rights Information into the On Board folder for the commission members.
- Meet with Tom Pagel, City Administrator, Police Chief Scott Johnson and Assistant Police Chief Steve Schaar to discuss the City Hall Building security itself. They were receptive and had good ideas about using another room with panic buttons or even a silent officer at the meetings. Also another room can record the meetings. Are there any thoughts or ideas on how to enhance security. Explore option of getting an officer in case of trouble.

#### ITEMS FOR NEXT AGENDA:

- Discuss possible viewing of Phase I of “Colored Lines” and request a budget from A+B Productions for a possible contribution of their Phase II Project
- Review documents from the city and possibly those from the state regarding the establishment of the Human Rights Commission for On-Board members
- Security Issues
- Budget for 2020
- Workplan Discussion for 2020
- Interfaith Discussion

#### CALLS/COMPLAINTS/INQUIRIES:

Noted that Commissioner Lopez-Cortes’ name was misspelled in the Agenda for this meeting.

**Motion by Commission Friesen, second by Commissioner Ensley to adjourn the meeting at 5:37pm. Motion passed unanimous vote.**

There being no further business, the meeting adjourned at 5:37 pm.

Respectfully submitted:

Cynthia Lyman, Acting Recorder



## Grand Rapids Human Rights Commission - Corrections to 8-28-19 minutes

Requested additions to agenda:

Add to New Business:

- o New Commissioner On-Boarding Process & Training – Requested by Commissioner Moren
- o Commission Safety and Meeting Security – Requested by Commissioner Moren

### BIG VIEW UPDATE:

The registration for the summer film series, “America Divided” for the event to be held on September 10, 2019 is going well. Due to the food supply etc and the potentially sensitive topic matter, we asked for registration for this event.

### OLD BUSINESS:

#### 3) Review of Commission Presentation to the City Council August 26<sup>th</sup>, 2019:

Commissioner Moren stated that it was her understanding that the City Council would have time to review what the Human Rights Commission is asking for. She stated that they did not have the document in advance. receive the document. At the work session, Commissioner Moren addressed the need for increased funding for the Human Rights Commission and how those funds would be utilized including improvements to the on-boarding process for new Commissioners, formalized training to assist Commissioners in better understanding their role, continued partnerships with local efforts, and community education about the Human Rights Commission. Although the Human Rights Commission is not an investigative body, the Commission does use citizen input to inform their work plan. Through citizen input, the Commission understands that despite previous efforts to identify Grand Rapids as a welcoming place for all through the Human Rights Commission’s window cling project; there are residents who do not feel welcome here.

The HR Commission is asking for more money, an On-Boarding Process and formalized commissioner training. Siting the roles and responsibilities as a Human Rights Commissioner. The Commissioner also stated that people do not understand how the Human Rights Commission goes about what they do the need for community education and partnerships for what we would like to do.

The city of Grand Rapids welcomes many, but there are people that do not feel welcome here. We need citizen input for our work plan and the Council does understand that we are operating on a shoestring budget.

The Council stated their understanding of our history with operating on a shoe string budget. They will consider the request as they continue their budget work.

### NEWBUSINESS:

#### 1) Discuss Mission Statement and Options for presentation requests:

A suggestion was made by Commissioner Learmont/Schirber ?? to review the Commissions mission statement at each meeting. A discussion followed regarding the 2020 work plan. The 2020 work plan will be added to the September meeting agenda. In preparation for the September meeting, Commissioners were asked to document their ideas and cite the division of the Human Rights ordinance or by-laws that it related to. The Commission requests a copy of the ordinance be sent to Commissioners by the city clerk in advance of the next meeting.

Commissioner Moren presented two examples of citizen input guideline statements that could be added to the Human Rights Commission agenda. A citizen input statement would give guidance to the public regarding expectations and timeframe when presenting to the Commission.

Commissioner Moren stated that we need a Draft Budget and details for the Human Rights Commission's Mission Statement — the who, what we do and what it implies. We need a 2020 Work Plan for the next agenda and need to work out the subcommittees; they can meet without Being a quorum. There are different projects that the Commission can begin to work on with Low cost involved.

## **2) Added: Action/Homework:**

- o Bringideastoputtogetherthe2020plan
- o How a Council works — 1,3, 5 & 7 Year Plans
- o 2020 being a great year — volunteers, new ideas, the community is constantly changing, Example — Aaron, we will have room for him and put him on the schedule
- o Mission and Objectives, being sent out — check with Kim to see if they were sent out.
- o Request a copy of the ordinance/document that established the Human Rights Commission, and its bylaws, so that every member has the same documents in their Folder in front of them

## **3) Interfaith Discussion:**

- o Programming of the community churches of different faiths, to help people know and understand our mission and to get it from the source.
- o All faiths are welcome and open to whomever wants to come, we need to put a call out to all and this may need a subcommittee — can get together for a meeting but for now gather info.

A committee was established to explore options throughout the faith community for education programming and partnership alignment around welcoming and standing with people of all faiths in the Grand Rapids area. Commissioners Moren, Turman, Friesen, and Ensley will participate on this committee. Commissioners are asked to explore individual contacts within the faith community to gauge interest in this collaboration.

## **4) New Commissioner Onboarding Process & Training**

- o Commissioner Moren stated that there is not really a process when new commissioners come “On Board”. We need something more concrete, like information in the folder, of the bylaws etc. There needs to be a process, through the city, that all new commissioners would go through. We need to ask the Clerk and City Administrator for some kind of structure applicable to all commissions. It will be a goal of March 2020 to get something together with a new format and formal training. Possibly check into the State level for assistance and also put the MN State Human Rights Information into the On Board folder for the commission members.

Commissioner Moren addressed the ongoing need to improve the on-boarding process for new Commissioners, stating that it is unjust to assume that new Commissioners fully understand the scope of Human Rights law as well as how to operate in their new role as Commissioner. There is a desire for each new Commissioner to be directed to role specific training upon appointment to the Commission and to receive a binder containing a variety of documents and resources that relate to the role of a Human Rights Commissioner. One specific example is the need for each Commissioner to have for standardized referral language and printed documents to be handed to anyone who comes to the Commission with a concern or provides citizen input during a meeting. Collectively, the Commission agreed on the importance of this issue.

A committee was established to further this project. Commissioner Moren and Commissioner Ensley will begin this work later in the Fall in preparation for new Commissioners in March of 2020.

Commissioner Moren will contact the Minnesota Department of Human Rights for guidance on specific training for new Commissioners as it relates to their role as a Commissioner on a Human Rights Committee.

## 5) Commissioner Safety & Meeting Security

Commissioner Moren met with Tom Pagel, City Administrator, Scott Johnson, Police Chief and Steve Schaar, Assistant Police Chief to discuss a request by Commissioner Moren to have a silent officer attend Commission meetings and overall Commissioner safety and building security. New building security features were explained including the new on camera entry system facing the exterior door allowing for observance of all building entrants before the electronic door is unlocked and entry is granted. Commissioners also have the option of coming downstairs to request officer assistance if needed.

Additional options considered: moving Commission meeting to a meeting room with panic buttons and audio recording and having an officer periodically visit the meeting room during Commission meetings. It was agreed that an officer will periodically visit the meeting room during Commission meetings.

~~o Meet with Tom Pagel, City Administrator, Police Chief Scott Johnson and Assistant Police Chief Steve Schaar to discuss the City Hall Building security itself. They were Receptive and had good ideas about using another room with panic buttons or even a Silent officer at the meetings. Also another room can record the meetings. Are there any Thoughts or ideas on how to enhance security. Explore option of getting an officer in case Of trouble.~~

### ITEMS FOR NEXT AGENDA:

- Colored Lines update with requested information.

~~Discuss possible viewing of Phase I of "Colored Lines" and request a budget from A+B Productions for a possible contribution of their Phase II Project~~

- Update on new Commissioner training

~~Review documents from the city and possibly those from the state regarding the Establishment of the Human Rights Commission for On-Board members~~

- Security Issues review
- 2020 Budget update

Budget for 2020

Work plan Discussion for 2020

Interfaith Discussion

**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>
<b>Human Rights Budgeted Expenditures</b>	<b>\$ 5,000</b>
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
Indigenous People's Day (encumbered)	1,500
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<b>Grants Received</b>	<b>-</b>
Balance Available	<u><u>\$ 1,500</u></u>

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## HRC 2020 Programming Ideas

PROGRAM	ORDINANCE	2020 BUDGET GOAL	EST. COST
Explore faith community support of human rights law/event collaboration	Sec. 2-303(1) Article(10)(2)(5)	A	
Indigenous People's Day	Sec. 2-303(1)(3) Article(10)(2)(3)(5)	B	
Commission training <ul style="list-style-type: none"> <li>- Implicit Bias</li> <li>- Look at webinars, in-person opps, articles to read, etc.</li> <li>-</li> </ul>	Sec. 2-303(1) Article(10)(1)(3)	E	
New commissioner on-boarding	Sec. 2-303(1)	E	
Human Rights Awareness Events <ul style="list-style-type: none"> <li>- Human Rights Day (Dec 10)</li> <li>- Community Conversations/Potluck</li> <li>-</li> </ul>	Sec. 2-303(5)	B	
Juneteenth Day Event <ul style="list-style-type: none"> <li>- Banners/flags again</li> <li>- <i>Something to add context/ awareness of Freedom Day</i></li> <li>-</li> </ul>		A?	
Voting and Census Awareness Activities		A	
Collaboration with schools <ul style="list-style-type: none"> <li>- Pen-pals with Pakistan</li> <li>- Education Summit (focused on Human Rights and Social Justice)</li> </ul>		C	
Explore Data / Evaluation	Sec. 2-303(2)(6)	D	

Explore resource pages for website <ul style="list-style-type: none"> <li>- Adding events and posters to calendar on HR website</li> <li>- Adding pictures/post-info event on homepage</li> </ul>	Sec.2-301		
MN League of Human Rights <ul style="list-style-type: none"> <li>- <i>Essay contest for schools</i></li> </ul>	Bylaw (7)	E	