

CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CITY HALL, CONFERENCE ROOM 2B, 420 N. POKEGAMA AVE.
DATE: WEDNESDAY, SEPTEMBER 25, 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

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: Barb Sanderson – Project Idea

APPROVAL OF MINUTES: July 31, 2019 & August 28, 2019 Meeting

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:

- Indigenous People's Day
- Continued discussion on "Colored Lines" production.
- Commissioner On-Boarding & Training
- 2020 Budget Discussion
- Work plan Discussion 2020
- Interfaith Discussion
- Security Issues

NEW BUSINESS:

- Consider sponsorship of speaker Michael Lyons

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, July 31, 2019 at 4:00 p.m.

CALL OF ROLL: On a Call of Roll, the following members were present: Commissioners Learmont, Schirber, Moren, Lopez-Cortes, Erickson, Turman, Ensley, Friesen, and Leming-Salisbury.

Staff: Lynn DeGrio

Presenter: Ed Horsmann

CALL TO ORDER: Chair Moren called the meeting to order at 4:02 p.m.

SETTING AGENDA:

Requested additions to agenda:

- Discuss attendance policy
- Article from Blandin Foundation

Motion by Commissioner Leming-Salisbury, second by Commissioner Schirber to approve the agenda with additions. Motion passed by unanimous vote.

PRESENTATION

Ed Horsmann provided information to the Commissioners regarding Muslims, practices of female genital mutilation, the Quran, Religious Motivation for Violence of Islamic Extremists, and Fast Facts on the Crusades.

The written information provided will be distributed to Commissioners for review and discussion at the next meeting.

APPROVAL OF MINUTES:

Correct spelling of Lopez-Cortes was noted.

Motion by Commissioner Ensley, second by Commissioner Lopez-Cortes to approve minutes for the June 26, 2019 Regular Meeting as amended. Motion passed by unanimous vote.

FINANCIALS:

The Commissioners reviewed the financials that were provided in the agenda packet.

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

PUBLIC COMMENT/ACCOLADES:

Commissioner Schirber noted that he mentors two Native American men and believes that the Bovey Police Department have harassed them. He indicated that if this ever happens again, he would be contacting the State of Minnesota.

CIRCLE OF HEALING:

Commissioner Ensley states that she attended the last meeting and thanks to County Commissioner Burl Ives, they have leads on big grants. He has referred them to John Connolly for a \$50,000 grant that could help pay for the Ball Club playground and basketball court. There is no further update at this time.

BIG VIEW UPDATE:

Commissioner Moren notes summer film series, “America Divided” consisting of eight (8) sessions has continued. There will be an event on September 10, 2019.

OLD BUSINESS:

- 1) Proposed Budget for 2020: Members reviewed draft proposal put together by the budget committee. Commission Chair Moren has been asked to attend the City Council Worksession on August 26, 2019 to present budget request and update on commission activities. Following review of draft, it was determined that the 2020 budget request be forwarded to the City Council.

Motion by Commissioner Friesen, second by Commissioner Leming-Salisbury to approve budget for 2020 at \$7,500 and forward recommendation to City Council for consideration.

- 2) Indigenous Peoples Day: Members request a progress report to be made at the next regular meeting on August 28, 2019 with a request for additional funds up to \$1,500.

Commissioner Friesen left at 5:27 pm.

NEW BUSINESS:

“Colored Lines” - per Commissioner Lopez-Cortes, the production is in Phase II. This will be brought back to the Commission at the August meeting to vote on an amount. Question was asked whether a contribution could be made for the film company if it is not a non-profit.

Nibi Walks – Minnesota Humanities Center – Doug indicated that attendees must go to the training in August to participate in September.

Motion by Commissioner Leming-Salisbury, second by Commissioner Schirber to sponsor Haven Pride Event in the amount of \$500. Motion passed by unanimous vote.

Blandin Foundation Article – Discussion was held on article written by Kathy Annette, President/CEO of the Blandin Foundation.

Attendance Policy: Chair Moren indicated that the attendance at the meetings has not been enforced. Commissioner Lopez-Cortes inquired about an attendance sheet and offered to create one to be used at future meetings.

ITEMS FOR NEXT AGENDA:

- Discuss possible collaboration and sponsorship with “Colored Lines” production, a community awareness program and possible funding.
- Nibi Walks – Minnesota Humanities Center
- Interfaith Discussion

CALLS/COMPLAINTS/INQUIRIES:

None. Commissioner Leming-Salisbury indicated that she will not be at the next meeting, as she will be in Belgium; however, she would like to Skype.

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

Respectfully submitted:

Lynn DeGrio, Acting Recorder

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 25th, 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 21st, 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 21st, 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 26th, 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

**CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION**

**SCHEDULE OF CHANGES IN REVENUE AND EXPENDITURES
FOR THE PERIOD ENDING SEPTEMBER 30, 2019**

	<u>Actual 9/30/2019</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
	-
Indigenous People's Day (encumbered)	1500
-	-
	<u> </u>
Grants Received	-
Balance Available	<u><u>\$ 1,500</u></u>

**ABRIDGED AND RELEVANT SECTIONS OF RULES RELATED TO
ACTIVITIES OF THE GRAND RAPIDS, MINNESOTA HUMAN RIGHTS
COMMISSION**

As of September 18, 2019

DIVISION 6 - HUMAN RIGHTS COMMISSION

Sec. 2-301. - Establishment and composition

- (a) A human rights commission is hereby established for the purpose of securing for all citizens freedom from discrimination:
 - (1) In employment because of race, color, creed, religion, national origin, sex, marital status, disability, status with regard to public assistance, sexual orientation, and age;
 - (2) In housing and real property because of race, color, creed, religion, national origin, sex, marital status, disability, status with regard to public assistance, sexual orientation, and family status;
 - (3) In public accommodations because of race, color, creed, religion, national origin, sex, sexual orientation, and disability;
 - (4) In public services because of race, color, creed, religion, national origin, sex, marital status, disability, sexual orientation, and status with regard to public assistance; and
 - (5) In education because of race, color, creed, religion, national origin, sex, marital status, disability, status with regard to public assistance, sexual orientation, and age. Such discrimination threatens the rights and privileges of the inhabitants of this of this state and menaces the institutions and foundations of democracy.
- (b) It is also the purpose of the human rights commission to protect all persons from wholly unfounded charges of discrimination. Nothing in this section shall be interpreted as restricting the implementation of positive action programs to combat discrimination.
- (c) It is also the purpose of the human rights commission to secure for all citizens full participation in the affairs of the city by assisting the Minnesota Department of Human Rights in implementing state laws against discrimination and by advising the council in long-range programs to improve community relations in the city.....

Sec. 2-303. - Purpose and duties

The human rights commission shall have the following purpose and duties and shall comply with the following:

- (1) To initiate, implement, and administer the policies and regulations of the city with respect to preventing and prohibiting all unfair discriminatory practices based on race, color, creed, religion, national origin, sex, marital status, and disability status with regard to public assistance, sexual orientation, and age.
- (2) To assess the human relations and civil rights needs of the community and to advise the administration and the city council of the results of these assessments.
- (3) To cooperate with other groups and governmental agencies concerned with human rights.
- (4) The human rights commission will not participate in the investigation, nor opinion rendering of human rights violations complaints. It will simply refer such matters to the Minnesota Department of Human Rights.

- (5) To take positive measures to disseminate the nondiscriminatory policies of the city with respect to all unfair discriminatory practices by conducting public information meetings.
- (6) To initiate data collection and evaluation activities that will identify minority and low-income concentrations within the city, and to prepare recommendations for submission to the planning commission and council that will contribute to lessening such concentrations, strengthen the fair housing policies of the city, and eliminate discrimination based on race, color, creed, religion, national origin, disability, marital status, status with regard to public assistance, sexual orientation, and age.
- (7) The commission shall have the power to seek public funding sources in addition to any resource supplied by the city to assist in its mission. All outside monies or grants received by the commission are subject to ordinance, as well as within the discretion of the city council to accept or reject.

BYLAWS OF OCTOBER 22, 2018

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 and organizations;
8. Per dimes for commissioners;
9. Other items deemed appropriate and in conformance with the municipal code.

Grand Rapids, Minnesota, Human Rights Commission
2020 Budget Request

2020 Goals	Estimated budgetary amount
(a) Develop, present, or support programs on discrimination based on race, ethnicity, sexual orientation, religion, gender, or income, estimated expenses and support costs:	\$ 2,000
(b) Indigenous people's day:	\$ 1,000
(c) General outreach, partnering, and networking including collaborative training for other groups, schools, community organizations, or the general public estimated collaboration and partnership costs:	\$ 2,000
(d) Identify community human resource needs, promote human rights awareness in the community, plan/present full Commission panel to discuss human rights needs with city residents, and hear discrimination-related concerns expressed by citizens and provide referrals to state resources, estimated cost:	\$ 1,000
(e) Commission administrative expenses including Commission brochure reprinting, training for Commission members, participation in and collaboration with statewide human rights organizations, and other Commission administrative and training expenses, estimated cost:	\$ 1,500
2020 Budget request, total:	\$ 7,500



COMMUNITY
FOUNDATION

GRAND RAPIDS AREA

...joining charitable intentions with community needs

September 3, 2019

City of Grand Rapids
Tom Pagel
420 N. Pokegama Avenue
Grand Rapids, MN 55744

Dear City of Grand Rapids,

On behalf of the Board of Directors, I want to acknowledge your recent gift to the Haven -- A Place for All Fund, a component fund of the Grand Rapids Area Community Foundation. Gifts such as yours allow us to continue support to important charitable interests and needs of the community. Your generosity and philanthropic spirit are much appreciated!

Please contact us if you have any questions or wish to learn more about creating a lasting legacy through your Community Foundation.

Sincerely,

Christopher T. Fulton, Executive Director
Grand Rapids Area Community Foundation

Haven -- A Place for All Fund
A Component Fund of the Grand Rapids Area Community Foundation

Donor: City of Grand Rapids

Gift Date: 08/30/2019

Gift Amount: \$500.00

As required by law, the Grand Rapids Area Community Foundation has exclusive legal control over the contributed assets. No goods or services were provided by the Foundation in exchange for this charitable donation.

To the Grand Rapids Human Rights Commission,

Thank you so much for your donation to Haven! We strive to make northern Minnesota a safe place for all. With your support we are well on our way.

Sincerely,

HAVEN
..a place for all..

Jim Blarum

Daniel McFadden



Jamie E. West

Witt Blarum *Karla Boger*

mmmm

To: Members of the Grand Rapids Human Rights Commission
From: Barb Sanderson
Date: September 25, 2019

At the University of Wisconsin (Madison) campus, members of the Ho-Chunk Nation along with students and officials of the university, held a ceremony in June to dedicate a plaque that recognizes campus land as the ancestral home of the Ho-Chunk people.

The attached article explains the project and its importance to the participants as well as the campus and community.

I would propose that a similar plaque be commissioned by the Grand Rapids Human Rights Commission this year and that after a dedication ceremony, be placed at temporary sites around the city for a perhaps a month at a time to increase its visibility and share this important message. Included in the locations might be Central School, Itasca County Courthouse, Reif Center, Grand Rapids Area Library, 318 schools, Itasca Community College, Blandin Foundation, Public Utilities/Public Works, others.

Following its travels around the community, the plaque will return to the City Hall for its permanent placement. Various teachings and programs would take place throughout the year to accompany the plaque.

OnCampus



BRUCE RICHTER (2)

The Ho-Chunk's Ancestral Home

They gathered near the top of Bascom Hill, the hushed mood signaling the gravity of the occasion.

At a June ceremony, leaders of UW-Madison and the Ho-Chunk Nation dedicated a plaque that recognizes campus land as the ancestral home of the Ho-Chunk. The installation, called a heritage marker, acknowledges the circumstances that led to the Ho-Chunk's forced removal and honors their history of resistance and resilience.

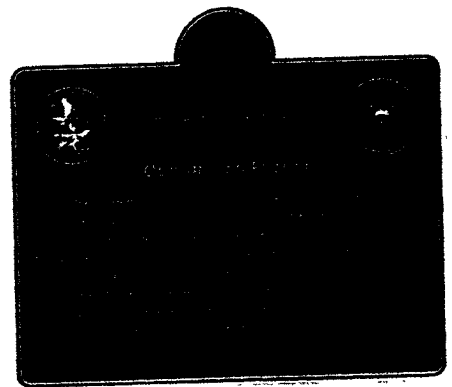
"It is time for this campus to be more intentional in telling this story," Chancellor **Rebecca Blank** told the crowd, adding that the plaque is an important step in furthering a respectful, collaborative relationship with the Ho-Chunk Nation.

The plaque's message is brief. But it addresses centuries of hard truths.

"For most non-Native people, the easiest way around these hard truths is to just ignore the real history of Wisconsin and the real history of the people who first lived here," said **Wilfrid Cleveland**, who was completing his term as president of the Ho-Chunk Nation at the time of the ceremony. "My hope is that this plaque will cause them to dig a little deeper, that it will be a spark for them to learn about the Ho-Chunk people and the sacredness we hold for this land."

During the 2019-20 academic year, the plaque will travel to prominent locations across campus to increase its visibility and to begin incorporating its message into the university's teaching and learning. It will return to its permanent site on Bascom Hill in fall 2020.

DOUG ERICKSON



THE PLAQUE READS IN FULL:

The University of Wisconsin-Madison occupies ancestral Ho-Chunk land, a place their nation has called Teejop (day-JOPE) since time immemorial.

In an 1832 treaty, the Ho-Chunk were forced to cede this territory.

Decades of ethnic cleansing followed when both the federal and state government repeatedly, but unsuccessfully, sought to forcibly remove the Ho-Chunk from Wisconsin.

This history of colonization informs our shared future of collaboration and innovation.

Today, UW-Madison respects the inherent sovereignty of the Ho-Chunk Nation, along with the eleven other First Nations of Wisconsin.