



**CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
SPECIAL MEETING
CITY HALL, CONFERENCE ROOM 2B, 420 N. POKEGAMA AVE.
JULY 9, 2019 at 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 Hall
Commissioner Ensley-Vice Chair
Commissioner Learmont
Commissioner Friesen
Commissioner Erickson

Commissioner Schirber
Commissioner Noyce
Commissioner Weidendorf
Commissioner Moren-Chair

Notice is hereby given that a Special meeting of the Human Rights Commission will be held on Tuesday, July 9, 2019 at 4:00 PM in City Hall Conference Room 2B, 420 N. Pokegama Avenue, Grand Rapids, MN 55744 for the following purpose:

1. Review and finalize budget for 2020.
2. Consider partnering with Haven to sponsor Pride event on July 27, 2019 in the amount of \$500.

ADJOURNMENT:

Grand Rapids Human Rights Commission

2020 Budget Request

Including:
Summary Report of 2016-2018 Budget and Activities
Update on 2019 Work Plan
2020 Budget Request

July 9, 2019



Grand Rapids, Minnesota Human Rights Commission

2016-2018 Summary Report

(Note: The City of Grand Rapids approved budget amount is shown for each year. Complete costs of all programs and activities significantly exceeded the city budget funds but programs were implemented by leveraging the city portion of expenses with funds, grants, donations, and in-kind services from collaborating partners)

Municipal code, Division 6, Section 2-301:

(a) A human rights commission is hereby established for the purpose of securing for all citizens freedom from discrimination:

- (1) in employment.....
- (2) In housing...
- (3) In public accommodations...
- (4) In public service...
- (5) In education...

(b) It is also the purpose of the human rights commission to protect all persons from wholly unfounded charges of 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...

2018, Total amount budgeted by city: \$ 5,000

Major activities:

- ◆ Lead organizer and collaborator on October Indigenous People's Day, profiles on notable native Americans
- ◆ Co-sponsor of "Navigating Information in a Post Truth Era" at ICC
- ◆ Coordination of Busticogan artwork purchase with Arts and Culture Commission
- ◆ Development of 2019 Commission priorities and work plan
- ◆ Immigration Education Series support
- ◆ Support of Green Card Voices presentations
- ◆ Review and update of city code relating to Human Rights Commission
- ◆ Review and update of Human Rights Commission bylaws
- ◆ Heard relevant guidance from city attorney
- ◆ Communication and coordination with Circle of Healing, Big View
- ◆ Receiving and reviewing information from other community groups or citizens regarding program ideas, concerns about human rights related situations, and ideas regarding human rights needs in the community and/or possible collaborative projects
- ◆ Advocates for Human Rights presentation, including presentation at GR High School

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2017, Total amount budgeted by city: \$ 5,000

Major activities

- ◆ Lead organizer, planner, and contributor to October Indigenous People's Day, focus on local indigenous history
- ◆ Communication and coordination with Circle of Healing, Big View
- ◆ Presentations to other city commissions regarding Human Rights Commission role and goal
- ◆ Receiving and reviewing information from other community groups or citizens regarding program ideas, concerns about human rights related situations, and ideas regarding human rights needs in the community and/or possible collaborative projects
- ◆ "We Are All Criminals" presentations, exhibition, and discussions with collaborating partners
- ◆ Meet, exchange information, and discuss training needs with Chief of Police
- ◆ Update and print Human Rights Commission information cards
- ◆ Conduct student essay competition

2016, Total amount budgeted by city: \$ 5,000

Major activities:

- ◆ Lead organizer, planner, and contributor to October Indigenous People's Day, focus on celebrating Ojibwe language and placement of signage
- ◆ Convenor and organizer of "Tracks in the Snow" exhibit and presentations at library, police training, and Itasca Community College
- ◆ Communication and coordination with Circles of Support, Circle of Healing, Big View, and Itasca Diversity Alliance
- ◆ Receiving and reviewing information from other community groups or citizens regarding program ideas, expressions of concerns about human rights related situations, and ideas regarding human rights needs in the community and/or possible collaborative projects
- ◆ Discussion regarding hate groups in Grand Rapids, and related letter to the newspaper editor regarding diverse and welcoming community, purchase and distribute "City of Grand Rapids Welcomes Everyone" window clings
- ◆ Commissioner attendance at state Human Rights conference



**Grand Rapids, Minnesota, Human Rights Commission
2019 Work Plan Update as of June 2019**

2019 Stated Goal	Progress to date	Status, work remaining, plan
2019 Budget: \$ 5,000		
1st Quarter, January- March		
a. Promote Human Rights Awareness	Discussion; links with MN Human Rights Commissioner and officer conversation in May	Continue researching appropriate opportunities and programs
b. Training opportunities for HR Commission	Discussion	Continue researching suitable opportunities and programs
c. Training for other groups, schools, organizations and general public	Discussion	Need has been identified, initial concepts discussed, follow-up planned
2nd Quarter, April-June		
a. LGBTQ Awareness	Heard presentation at HRC meeting regarding community awareness program plans	More information expected about plans for future event
b. Race, ethnicity and religion	Meeting with Minnesota Department of Human Rights officer, presentation by state human rights officer at Blandin Foundation, teleconference with MN Human Rights Commissioner; collaboration with City and Jaycees erecting Juneteenth flags along city streets	More information to be developed about training and education opportunities with Minnesota Department of Human Rights, possible meetings with other regional human rights commissions
c. Women		Formulating plan
3rd quarter, July-September		
a. Flexible and responsive to community needs	Have heard concerns and received suggestions on human rights issues from city residents	Every Commission meeting includes discussion of areas of need and opportunity where Commission involvement is warranted or needed
4th quarter, October-December		
a. Indigenous peoples day	Initial planning and coordination, funds are encumbered for	Planning details for collaborative program with MacRostie Art Center at the October

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	October event	event
b. Effects of poverty human rights		Identified subject as of interest
All year		
a. Outreach, partnering, and networking	Communication to and from Circles of Support, Big View,	Communication is on a regular basis
b. Administrative	Review of city ordinance and bylaws if needed	Periodic, when needed; heard from city attorney on certain legal aspects
	Annual budget and program planning	Annual; reviewing 2019 budget and plan as part pf preparing 2020 budget request
	Updating and printing of Commission brochure	Periodic, if and when needed

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

Notes:

(a) Minnesota state law and state policy defines eleven bases for which discrimination is legally forbidden, and forms the basis on which the Minnesota Department of Human Rights and local human rights commissions are to act. These state-defined bases provide the foundation upon which the Grand Rapids Human Rights Commission functions in organizing and conducting its antidiscrimination events and programs. Most of the Commission events and programs are implemented and financed in collaboration and conjunction with other interested community organizations.

(b) Indigenous People's Day is the annual replacement event established by the Grand Rapids City Council to replace an earlier national and state holiday. The Grand Rapids Human Rights Commission had the lead role in organizing and conducting the first

Grand Rapids Indigenous People's Day and has performed the lead role in the event in each succeeding year.

(c) General outreach, partnering and networking refers to the Grand Rapids Human Rights Commission working with various community groups to educate and train other groups, businesses, and the community in general in aspects of human rights that may be of interest and important to them.

(d) The Grand Rapids Human Rights Commission networks with institutions and organizations within the city, including city government departments, to become aware of and identify needs where these groups may have specific needs or concerns with understanding the state human rights laws and rules, where they apply, and specifically how they apply with them. In addition to identifying needs, the Commission can also hear from organizations or individuals about human rights situations or their concerns and, when needed, refer the organizations or individuals to appropriate state human rights resources to consider or take action on areas of human rights concerns.

(e) From time to time, the Grand Rapids Human Rights Commission needs to produce or reproduce information, such as brochures, to explain its existence and role to the city business, government, or residential community. To effectively perform its role, the Commission and its city-appointed members want and need training in aspects of human rights and discrimination to be able to effectively perform the Commission's role. This may include membership in statewide organizations focused on human rights and discrimination, conferences including registration and travel expenses, and similar activities and expenses.

(f) The requested budget amounts are not yet associated with specific planned or committed events, purchases, or collaborative activities, but are an effort to reasonably estimate funds that may be needed for the Commission to perform its duties. Details will be developed later in 2019 and 2020 when detailed plans, programs, and schedules are discussed and budgetary amounts are known.