



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

DATE: NOVEMBER 28, 2018

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 Hall
Commissioner Ensley-Vice Chair
Commissioner Learmont
Commissioner Friesen
Vacant

Commissioner Schirber
Commissioner Noyce
Commissioner Weidendorf
Commissioner Moren-Chair

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:

APPROVAL OF MINUTES: October 31, 2018 Regular Meeting

FINANCIALS:

- Review current financials
- Consider payment of Rapids Printing invoice in the amount of \$30.00

PUBLIC COMMENT/ACCOLADES:

CIRCLE OF HEALING UPDATE:

BIG VIEW UPDATE:

OLD BUSINESS:

- Discuss Indigenous People's Day 2019
- Discuss compiling ideas for 2019 work plan
- Green Card Voices – final plans & publicity needs
- Review updated By-laws & Ordinance for Human Rights Commission.

NEW BUSINESS:

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, October 31, 2018 at 4:00 p.m.

CALL OF ROLL: On a Call of Roll, the following members were present: Commissioners Frieda Hall, Deanna Ensley, Doug Learmont, Melissa Weidendorf, Karen Noyce, Lea Friesen, and John Schirber.

Absent: Alice Moren, Brian Olynick

Others: Becky LaPlant

CALL TO ORDER Commissioner Ensley called the meeting to order at 4:00 pm.

SETTING AGENDA

Motion by Commissioner Learmont, second by Commissioner Schirber to approve the agenda as presented. Motion passed by unanimous vote.

APPROVAL OF MINUTES September 26, 2018 Regular Meeting

Motion by Commissioner Hall, second by Commissioner Noyce to approve minutes for September 26, 2018 as presented. Motion passed by unanimous vote.

FINANCIALS

Invoices in the total amount of \$811.88 submitted for Indigenous People's Day activities included:

- | | |
|-----------------------------------|----------|
| 1. Big Picture Unlimited, Inc. | \$400.00 |
| 2. Arrow Embroidery/Photo Express | \$149.85 |
| 3. Frame Up | \$262.03 |

Motion by Commissioner Learmont, second by Commissioner Schirber to approve the payment of invoices from Big Picture Unlimited, Arrow Embroidery and Frame Up for expenses related to Indigenous People's Day in the total amount of \$811.88. Motion passed by unanimous vote.

PUBLIC COMMENT/ACCOLADES

None.

CIRCLE OF HEALING

- Leech Lake Tribal Council is supporting the park project in Ball Club and will be seeking donations/grants from other Reservations.
- Discussed upcoming annual events.
- Home Grown Teachers program is going well. Hopes to increase participation in the future.

BIG VIEW UPDATE

None.

OLD BUSINESS

- **Indigenous People's Day:** The event held on October 8, 2018 was well attended. Panels completed on highlighted individuals will be displayed at the Library for a month long period and then will need to be installed in a permanent place, to be determined. Moving forward, the Commission will plan a formal RFP process for any contracted service needs for future years. The focus of 2019 Indigenous People's Day is Native American art and an opportunity to collaborate with the Arts & Culture Commission. Staff will approach Administrator regarding interest in purchasing the painting of Busticogan from artist Tom Page for \$600. Becky LaPlant expressed appreciation for the efforts made by the City, the Commission and Mayor Adams in making this event a great success.
- **Schools Committee Update:** Following the resignation of Brian Olynick from the Commission, Lea Friesen has offered to step in to get this committee/idea moving forward.
- **Green Card Voices:** Commissioner Noyce advised that the original company for this exhibit is no longer an option. Another branch of Green Card Voices out of St. Cloud will deliver the same type of exhibit, including three (3) speakers for a fee of \$3,800, of which ICC will pay \$1,000. This total includes mileage, meals and lodging expenses. Delivery and set up will be made on Monday, December 3, 2018, with a presentation made at ICC and the Blandin Foundation. After the presentations are complete, the exhibit will be moved to the Library for display until January 10, 2019. Commissioner Friesen will work with Grand Rapids High School and the Reif Center on organizing another presentation for Tuesday, December 4th. If set, this presentation will be at no extra charge. With the increase in cost, Commissioner Noyce is asking that a motion be made to approve another \$800 from the budget to cover expenses, bringing the total commitment to \$2,800.

Motion by Commissioner Schirber, second by Commissioner Hall to approve an additional \$800 expense for a total of \$2,800 from Human Rights budget to be used for the Green Card Voices Exhibit. Motion passed by unanimous vote.

- **Advocates for Human Rights:** Three separate presentations scheduled for November 14, 2018 at 1) ICC, 2) local Law Enforcement and 3) Blandin Foundation. Focus will be refugees, immigrants and the law. The Blandin Foundation is willing to donate \$1,000 to be used for expenses related to travel for speakers.

Motion by Commissioner Hall, second by Commissioner Weidendorf to seek City Council approval to request and accept a donation from the Blandin Foundation in the amount of \$1,000 to be used for expenses related to presentation from Advocates for Human Rights. Motion passed by unanimous vote.

- **Human Rights annual budget:** Discussed development of 2019 work plan and timeline for beginning work plan and budget development for 2020. The December 26, 2018 regular meeting will be scheduled as a worksession to begin work plan development for 2019.

NEW BUSINESS

None.

CALLS/COMPLAINTS/INQUIRIES:

None.

Items for next agenda:

- Discuss 2019 Indigenous People's Day
- Discuss compiling ideas for 2019 work plan
- Review updated By-Laws and Ordinance for Human Rights Commission

With no other business, Commissioner Moren adjourned the meeting at 5:25 p.m.

Respectfully submitted:

Kimberly Gibeau, City Clerk

The next regular meeting is November 28, 2018.

**CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION**

**SCHEDULE OF CHANGES IN REVENUE AND EXPENDITURES
FOR THE PERIOD ENDING OCTOBER 31, 2018**

	<u>Actual 10/31/2018</u>
Human Rights Budgeted Expenditures	\$ 5,000
One Crisis Away Campaign Feb18	500
Speaker Sponsors ICC Conference Mar18	500
Indigenous People's Day Expenses Oct18	812
Green Card Voices (encumbered)	2,800
	<u>-</u>
Balance Available	<u>\$ 388</u>



Rapids Printing
 1001 S Pokegama Ave, Suite B
 Grand Rapids, MN 55744

Phone: 218-326-7067
 Fax: 218-326-0879
 Email: Lory@RapidsPrinting.com

Invoice

Date	Invoice #
11/16/2018	31130

RECEIVED

NOV 16 2018

CITY OF GRAND RAPIDS

City of Grand Rapids -EMAIL OR FAX
 ap@ci.grand-rapids.mn.us
 326-7615
 420 N Pokegama Ave.
 Grand Rapids, MN 55744

P.O. No.	Terms	Due Date	Ship Via
	Net 30	12/16/2018	

Qty	Description	Amount
20	Focus: Immigration - Color Copies	20.00
10	8.5 x 11 Focus: Immigration Part 1 Flyers	10.00

Subtotal	\$30.00
Sales Tax (0.0%)	\$0.00
TOTAL	\$30.00

A finance charge of .5% per month will be added to unpaid balances of 30 days and over. (annual rate is 6%)

2009 Work and Expense Plan
for the
Grand Rapids Human Rights Commission

The Grand Rapids Human Rights Commission will continue an aggressive effort to identify and address needs and work with other partners in the state and region to promote awareness about human rights in the community.

The nine-member volunteer Commission was established by the Grand Rapids City Council in 2004. Since that time, members hosted several public meetings with State Department of Human Rights Commissioner Velma Korbel and her staff attorneys, sponsored numerous state speakers and workshops, attended regional and state training conferences, participated as speakers and panelists for State Department conferences in St. Paul, worked with the University of Minnesota Human Rights Department staff on K-12 human rights curriculum training for local educators, distributed thousands of public information documents and networked with colleagues and other human rights commissions in northern Minnesota to present annual forums and workshops. Commissioners served on the League of Minnesota Human Rights Commissions Board of Directors for three years and the chair was invited to present the work of the Grand Rapids commission at three state conferences/meetings.

The commission adopts a work plan for each year that identifies several priorities:

Communications and Public Education

- We maintain a human rights resource file at the Grand Rapids Area Library and human rights information at City Hall for consumer use. Most new materials are gathered without cost from other commissions and the state department.
- We print and distribute a general information brochure on the Grand Rapids Human Rights Commission, its mission and responsibilities. We plan to print and distribute a poster this year and keep the brochure updated.
- We present public information to local and area media. We rely on releases and PSAs so cost is minimal. We have a series of new materials for release this year and will work with ICTV on their distribution.
- Periodically distribute new brochures and other print information on the Minnesota Human Rights Act and Department to city department heads, county staff and elected officials, school district personnel, major employers, human service providers and the public.

- Write news releases about the work of the Grand Rapids Human Rights Commission for, "Together," the newsletter published by the League of Minnesota Human Rights Commissions and distributed throughout the state.
- Provide information about the Commission for the City's web site.
- Maintain statewide partnerships with local members elected to the state board of the League of Minnesota Human Rights Commissions. Host one monthly meeting of the League Board in Grand Rapids to promote the city.
- Host public regional meetings and workshops of human rights commissions on the Iron Range, working with Duluth, Virginia and Hibbing.
- Work with Itasca Community College students to host a spring civil liberties conference and present a panel discussion each year on human rights topics. We co-sponsor many programs on human rights in the community each year, providing our experience and expertise in place of funding.
- Work with ICC and the GLBT communities to present education programs, films and other materials on this protected group. We facilitated "For the Bible Tells Me So" at ICC this past year.
- Partner with the program committee of the public library to host speakers on human rights related topics. We have done this each year.
- We are working with MacRostie Art Center and OutFront to produce an exhibit called, "Coming Out," that will travel Minnesota in 2009-2010 and will complete its journey at the State Capitol. This exhibit will feature work about and by GLBT artists.

Training

- We hosted a law enforcement training session with the Minnesota Department of Human Rights, the League of MN Human Rights Commissions and area law enforcement officers on "Fostering Law Enforcement and Community Relations" last year. City and county law enforcement officers attended and we brought in speakers from around the state for three sessions to accommodate all schedules.
- We will continue to plan for the establishment of a Bias and Hate Crimes response plan for this city.

- Commission members participate in statewide training with the League and University of Minnesota to implement “This is My Home” K-12 human rights curriculum developed by the MN Department of Human Rights and the University of Minnesota. We have been invited to attend several training opportunities at the University to represent our area of the state.
- We will continue to hold joint training programs on various aspects of the Minnesota Human Rights Act. Last year we held a session at the library with six attorneys from the state department and the commissioner on sexual discrimination. Previous sessions were held on housing, age discrimination, religion and culture.
- We budget for and encourage commission members to attend a minimum of one regional or state training conference or program each year to develop expertise.
- The Commission will begin hosting four annual training sessions for all city staff in 2009. Each session will be held twice to accommodate all staff members and will deal with issues such as American Indian culture, Hispanic culture, persons with disabilities and GLBT issues.
- The Commission is working with Nehrwr Abdul-Wahid, who is lead consultant with One Ummah Consulting, Minneapolis, an organizational consulting group that focus on multicultural competence. One Ummah has worked with the school district and is currently working with Blandin Foundation and the ICC engineering program on multi-cultural training. We hope to partner with Mr. Abdul-Wahid this year to provide training with the community as part of our effort to make the community more welcoming to new people and workers.
- We have sponsored an essay contest in area middle schools to call attention to issues of human rights and diversity. Tie local project to League of MN Human Rights Commission’s statewide essay contest.
- Serve as liaison with diversity programs and organizations on the college campus.
- Continue to distribute information to teachers about the Minnesota Human Rights Act. Assist school personnel by raising awareness and provide resources when possible.

Future Planning

- We will continue to explore the hosting of an annual international dinner: “Potluck in the Park” and encourage families from various

cultures, nations and backgrounds to attend. Ask each family to bring a dish that represents their culture. Program will feature music, food and celebration on Central School or library grounds.

- We will continue to explore the idea of working with others to broaden the community Martin Luther King, Jr. observation and present an annual human rights award at this event.

Budget Projections for 2009

Training/Education for Public, City Staff and Commissioners

Workshop series for community with One Ummah: \$1,200

Regional workshop with Duluth, Hibbing, Virginia: \$ 400

State League Conference costs for six commissioners

mileage, hotel, conference \$1,200

State Department Conference for three commissioners

mileage, hotel, conference \$1,000

Co-sponsor workshops, speakers with library, ICC,

school district \$ 500

Membership

League of Minnesota Human Rights Commissions: \$ 55

Print Materials

Updated brochure and posters \$ 545

Awards for Annual Essay Contest \$ 100

Request Total: \$5,000

GRAND RAPIDS HUMAN RIGHTS COMMISSION

AMENDED BYLAWS OF OCTOBER 22, 2018

ARTICLE ONE

The office of the Commission shall be located in the City Hall, City of Grand Rapids, County of Itasca, State of Minnesota.

ARTICLE TWO

The Commission shall meet monthly at such time and place as agreed upon by a majority of the Commission. Meetings shall be rescheduled when they conflict with major holidays. The chair or any two commissioners together may call special meetings of the Commission as deemed appropriate, on 72 hours written notice to all members of the Commission. No business shall be conducted at a special meeting that was not state in the written notice of the special meeting. All notices of meetings shall comply with the Minnesota's open meeting law.

ARTICLE THREE

The Commission has nine commissioners, there were originally seven commissioners but that number was modified by the City Council on August 8th, 2005. Each commissioner shall have been appointed by the Grand Rapids City Council and the normal term of office shall be three years, with each of three classes of three commissioners each having staggered terms. Commissioners who are appointed to the Commission to fill an unexpired term shall be appointed to the unexpired portion of the previous commissioner's term.

ARTICLE FOUR

Each commissioner present shall be entitled to one vote in the actions and decisions of the Commission. A quorum is necessary in all voting by the Commission. A majority of commissioners shall constitute a quorum at meetings of the Commission. Any action taken or decision made must be by a majority vote of commissioners present.

ARTICLE FIVE

The elective officers of the Commission shall be a chair, a vice-chair, a secretary and a treasurer. The election of officers shall take place annually at the time and place of the March meeting of the Commission. A candidate for office must be nominated by a

commissioner, seconded by at least one other commissioner, and the officer nominee must agree to hold such position. Any commissioner shall be eligible for office, but only commissioners who are present shall be entitled to vote. Candidates who receive a majority of votes so cast shall be elected.

ARTICLE SIX

The chair shall be the chief officer of the Commission. The chair shall perform or delegate to the vice-chair all duties necessarily incident to the office including but not limited to, organizing meetings, meeting with outside community organizations or persons, and providing overall leadership for the Commission. In the event the chair is absent from a meeting or unable to attend to a duty, the vice-chair shall fill in for the chair. In the event both the chair and vice-chair are unable to attend a meeting, a temporary chair shall be elected by a majority of commissioners present. The chair shall have the authority to appoint commissioners to task-focused committees. Said committees shall follow the requirements on Minnesota's Open Meeting law.

ARTICLE SEVEN

The vice-chair shall perform the duties of the chair in the absence or at the request of the chair. The vice-chair shall assist the chair in planning, administering and conducting Commission business.

ARTICLE EIGHT

A city-designated administrative assistant shall be responsible for recording meetings of the commission and maintaining a roll of commission members, however, in the absence of a city administrative assistant, the secretary shall keep a complete record of all proceedings of the Commission and the roll of the members of the Commission. The secretary shall also perform all other duties usually pertaining to the position of secretary, and shall include responsibility for commission communications including writing applications for grants or cooperative activities for special projects or activities, including working with the treasurer on the related financial aspects thereof. In the event the secretary is absent from a meeting, the chair shall appoint a secretary pro tempore to record the proceedings of the Commission meeting. Minutes of each meeting shall be submitted to the City Council, City Administrator and City Clerk by the administrative assistant will be mailed or e-mailed to all commission members by the administrative assistant to all Commission members one week before the next scheduled meeting.

ARTICLE NINE

A city-designated administrative assistant shall be responsible for routine treasury functions and financial reporting, however, in the absence of a city administrative assistant, the treasurer shall have access to and report all financial transactions of the Commission and shall submit a report of all disbursements and other commitments of the

Commission. The report is to be mailed or e-mailed out with the minutes one week before each meeting and shall be reviewed at each monthly meeting. The treasurer shall work with the secretary to develop the financial aspects when developing grant requests or commission programs and projects.

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

ARTICLE ELEVEN

At the monthly meetings of the Commission, the order of business shall in general be as follows:

1. Call to order;
2. Welcome guests;
3. Approval of or amendments to meeting agenda;
4. Minutes of preceding meeting and action thereon;
5. Treasurer's report;
6. Correspondence;
7. Public Comments;
8. Old business;
9. New business;
10. Reports on calls and inquiries;
11. Pending complaints;
12. Adjournment.

The sequential order of business may be adjusted or revised by the commission near the beginning of each meeting during agenda approval.

ARTICLE TWELVE

Every member of the Commission shall be required to attend at least seventy five percent of all meetings each calendar year. Commission members who are unable to meet the attendance requirement will be deemed to have resigned from the Commission. Any member of the Commission may voluntarily terminate membership by submitting a written resignation to the chair and the City Council.

ARTICLE THIRTEEN

These Bylaws may be amended by the affirmative vote of two-thirds of the commissioners, at any regular meeting of the Commission, provided notice of such amendment or amendments and the nature thereof shall have been given to the members at least one month prior to the date of the meeting at which said amendment or amendments are to be presented for consideration. The proposed amendment(s) must meet with the approval of the Grand Rapids City Council.


ARTICLE FOURTEEN

If any provisions of these Bylaws with respect to the objectives or activities of the Commission as established by Ordinance No. 04-05-09 dated May 24, 2004 establishing the Commission, or with Grand Rapids Municipal Code DIVISION 6 – HUMAN RIGHTS COMMISSION Sections 2-301, 2-302, 2-304, then the provisions of the city ordinance and municipal code shall prevail unless and until such city ordinance and municipal code have been duly amended.


ARTICLE FIFTEEN

The foregoing constitute the Bylaws of the Grand Rapids Human Rights Commission as amended at the regular meeting of the commissioners, duly held on September 26, 2018.

ADOPTED AND PASSED BY THE City Council of the City of Grand Rapids on the 22nd day of October, 2018.


Dale Adams, Mayor

Attest:


Kimberly Gibeau, City Clerk

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 familial 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 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.
- (d) Members shall be appointed by the city council for three (3) terms. An administrative assistant who is a permanent city staff person shall, and the city attorney may, function as ex officio members of the commission. It is desirable that commission members be representative of the broad spectrum of the citizens of the city. Commission members should be willing to attend training sessions for the purpose of facilitating the discharge of their duties. Members shall serve without compensation.

(Ord. No. 04-05-09, § 1(1), 5-24-2004; Ord. No. 05-08-13, 8-8-2005)

Sec. 2-302. - Meetings.

- (a) Regular meetings of the human rights commission shall be scheduled on a monthly basis to handle regular commission business and further efforts of information dissemination. Special meetings shall be held at the call of the chair. Such business meetings shall be open for public attendance. Minutes shall be kept of all commission proceedings. The administrative assistant shall be responsible for all minute and record-keeping duties. The commission shall adopt its own bylaws after approval by the city council.
- (b) No meeting shall be conducted by the commission without a quorum, being a majority of all members, being present. The concurring vote of a majority of the commissioners present shall be necessary for any action.

(Ord. No. 04-05-09, § 1(2, 3), 5-24-2004)

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 violation 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, sex national origin, disability, marital status, status with regard to public assistance, sexual orientation, and age.
- (7) The commission shall have the power to seek outside funding sources in addition to any resources 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.

(Ord. No. 04-05-09, § 1(4), 5-24-2004)

Sec. 2-304. - Duties of the administrative assistant.

The duties of the city staff person designated as administrative assistant to the human rights commission by the mayor shall be:

- (1) To act as the authorized liaison representative of the commission, both with complainants and the public in general for dissemination of nondiscriminatory policies.
- (2) In consultation and cooperative with the city attorney, to interview and evaluate complainant charges of discriminatory acts, advise the complainant of his/her rights, procedures for redress, responsibilities of the commission and disposition alternatives in the case.
- (3) To take minutes and keep official records of all commission proceedings, and to function as correspondent for such communications with federal and state agencies as are directed by the commission.
- (4) To conduct, or arrange to have conducted, such socio-economic research as is authorized by the commission to enable the commissioners to function affirmatively and effectively in implementing the nondiscriminatory policies of the city.

(Ord. No. 04-05-09, § 1(5), 5-24-2004)

Sec. 2-305. - Budget.

The human rights commission must establish a yearly budget for the city council's consideration and approval. This budget must be submitted in accordance with the regular city budgeting process on a yearly basis and it is to cover all expenses including but not limited to legal services, staffing, and all expenses related to publication or promotion of the commission's activities.

(Ord. No. 04-05-09, § 1(6), 5-24-2004)

Secs. 2-306—2-320. - Reserved.

Kim Gibeau

From: Frieda Hall <hallfrieda@yahoo.com>
Sent: Monday, November 19, 2018 2:52 PM
To: Kim Gibeau
Subject: article to share with HRC

Good afternoon, Kim,

Please share this article with the members of the Human Rights Commission.

[U.S. Law Enforcement Failed to See the Threat of White Nationalism. Now They Don't Know How to Stop It.](#)



U.S. Law Enforcement Failed to See the Threat of White Nationalism. Now The...

By Janet Reitman

For two decades, domestic counterterrorism strategy has ignored the rising danger of far-right extremism. In the...

Thank you, and Happy Thanksgiving to you and yours!

Cheers,
Frieda