

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

DATE: SEPTEMBER 26, 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:

	Present	Absent
Commissioner Hall	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Ensley-Vice Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Learmont	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Friesen	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Noyce	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Weidendorf	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Olynick	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Moren-Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Schirber	<input type="checkbox"/>	<input type="checkbox"/>

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: August 29, 2018 Regular Meeting

FINANCIALS:

PUBLIC COMMENT/ACCOLADES:

CIRCLE OF HEALING UPDATE:

BIG VIEW UPDATE:

OLD BUSINESS:

- Discuss Indigenous People's Day & changes to presentations
- Schools Committee Update
- Update on Green Card Voices exhibit & program
- Follow up on Human Rights annual budget request

NEW BUSINESS:

- Review & consider forwarding to City Council recommended updates to Division 6. – Human Rights Commission of the City of Grand Rapids Municipal Code
- Review & consider forwarding to City Council recommended updates to By-Laws
- Reschedule or Cancel December 25, 2019 regular meeting

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, August 29, 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, Karen Noyce, Alice Moren, and John Schirber.

Absent: Lea Friesen, Melissa Weidendorf, and Bryan Olynick.

Others: None.

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

SETTING AGENDA

Additions:

Motion by Commissioner Hall, second by Commissioner Noyce to approve the agendas presented. Motion passed by unanimous vote.

APPROVAL OF MINUTES July 25, 2018 Regular Meeting

Motion by Commissioner Schirber, second by Commissioner Ensley to approve minutes for July 25, 2018 as presented. Motion passed by unanimous vote.

FINANCIALS Remaining uncommitted funds for 2018 equal \$2,000

PUBLIC COMMENT/ACCOLADES

The Community Action Team (fka Diversity Alliance) greeted incoming ICC students prior to their meals being served. Commissioner Ensley, who greeted the students, received positive feedback indicating the gesture was successful.

CIRCLE OF HEALING

Commissioner Noyce reported three items Circle of Healing has been working on:

1. Playground at Ball Club – group met last week and have finalized the plan; funding will be sought.
2. Home Grown Teachers initiative – a class will be taught in Deer River, “Introduction to Teaching” by ICC (Anna Francisco) to encourage native kids to pursue teaching degrees.
3. “Dodging Bullets,” an award-winning documentary, was previewed and Circle of Healing is working with Renee Gurneau to reach other audiences. The film introduces historical trauma and is best for white audiences; it is a painful film to watch.

BIG VIEW UPDATE

Commissioner Moren shared that the LGBTQ community is lacking local events like those that they have had in the past; they still leave town for social events, typically go to Duluth.

There is a Big View Community Engagement tonight called “Harm Reduction” which aims at reducing the harm associated with substance use by providing education, life-saving tools and empowerment.

There will be a Big View Community Engagement on Tuesday, September 4, 2018 called “Generation Found,” which is a powerful story about one community coming together to ignite a youth addiction recovery revolution in their hometown.

Both events will be held at the Grand Rapids Public Library.

OLD BUSINESS

- **Speaker Bureau Committee:** Green Card Voices exhibit is scheduled for November 19, 2018 through December 14, 2018 and will be displayed at the Library and ICC. Presentations will be held on November 20, 2018 at 2:00 p.m. at ICC and at 6:00 p.m. at the Library. Discussion was held on how best to pay the invoice, as ICC has agreed to contribute \$1,000.00 and the Human Rights Commission will pay \$2,000.00 to cover the cost of speakers, hotel, and meals. They will also need to ask Blandin Foundation for a grant to cover some of the expense. Commissioner Schirber volunteered to transfer the exhibit from the cities to Grand Rapids. Commissioner Schirber will also arrange for filming the presentation at the Library.
- **Advocates for Human Rights:** Commissioner Noyce indicated that they have been working with Robin and are looking for a date in November. One idea is presenting “Immigration 101” to discuss what the issues are and how they impact Northern Minnesota. They are considering three presentations:
 - 1. A speaker at ICC
 - 2. Community presentation
 - 3. Private meeting with Police and possibly other law enforcement agencies
- **Indigenous People’s Day:** Sage Davis has begun building profiles on five Itasca County Native Americans, past and present. Fee is \$1,800 to cover labor (\$250 x 5), mileage and per diem. The cost for picture panel production (up to \$600.00) to be displayed will be covered by other sponsors. The presentation will be held Monday, October 8, 2018 in the Community Room at the Library.
- Commissioner Schirber received positive feedback from the City Council while he presented an update. He suggested that the Human Rights Commission invite the Mayor to read a proclamation, similar to what was done with Tracks in the Snow.

It was decided that the smaller portraits at \$65.00 each would be the best option.

Motion by Commissioner Noyce, second by Commissioner Hall, to approve up to \$1500.00 for profiles and \$300.00 for related expenses to be paid to Sage Davis for Indigenous People's Day. Motion passed by unanimous vote.

- **Schools Committee:** Meeting not held yet. Commissioner Olynick to coordinate. Commissioners Schirber and Friesen are also on the committee.

NEW BUSINESS

- **Yearly Budget:** Commissioner Schirber would like the Commission to discuss the annual budget, stating that there is a need to increase to \$7,500 annually to cover programs. Recorder read email from Commissioner Weidendorf, who was unable to attend, noting *“that we have not had issues where we run out of money in the past, and partnering with other organizations is a key part of building relationships in our community, as well as helping to promote what we do.”* Discussion was held and it was agreed to submit request to City Council in May 2019 to be effective in 2020.

Commissioner Moren left at 5:20 p.m. and turned meeting over to Commissioner Ensley.

- **Discuss Commission authorities & responsibilities – By-Laws attached** – changes need to be made to the By-Laws and Ordinance. Commissioner Learmont will review the documents and send recommended changes to City Clerk by September 12, 2018 for consideration at the next meeting.

CALLS/COMPLAINTS/INQUIRIES:

- New commissioners have not received binders when being appointed to Human Rights Commission.

With no other business, Commissioner Ensley adjourned the meeting at 5:23 p.m.

Respectfully submitted:

Lynn DeGrio, Human Resources Director

The next regular meeting is September 26, 2018.

**CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION**

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

	<u>Actual 8/31/2018</u>
Human Rights Budgeted Expenditures	\$ 5,000
One Crisis Away Campaign Feb18	500
Speaker Sponsors ICC Conference Mar18	500
	-
	-
	-
	<u>-</u>
Balance Available	<u>\$ 4,000</u>

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 ~~indefinite~~ three (3) year 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 ~~quarterly~~ 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 Service.
- (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~~staff liaison 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.

GRAND RAPIDS HUMAN RIGHTS COMMISSION

AMENDED BYLAWS OF ~~JANUARY 1, 2011~~

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~~written notice to all members of the Commission. No business shall be conducted at a special meeting that was not stated d 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~~9~~ commissioners, ~~there were originally 7 commissioners but 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 having ~~-. The initial term of office shall be for one, two and three years to be determined by a lottery draw system so as to provide for staggered terms. There shall be placed in a receptacle, three numbered pieces of paper with the number "1", two numbered pieces of paper with the number "2", and two numbered pieces of paper with the number "3". These numbers shall reflect the length of the Commissioner's initial term.~~ 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.

~~On August 8th, 2005, the City Council added 2 member positions to the Commission. These two additional members shall be appointed by the City Council and their terms shall be for two years, and three years respectively. The first person appointed by the council shall serve a two year term, and the second person a three year term. The term of each member shall be deemed to have officially begun March 1, 2005, for the sake of consistency. This will result in three members serving a one year term, three members serving a two year term and three members serving a three year term, all beginning March 1, 2005.~~

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 Grand Rapids City Council shall appoint the initial chair.~~ The election of ~~each~~ officers shall take place annually at the time and place of the ~~April regular Spring quarter~~ meeting of the Commission. A candidate for office must be nominated by a commissioner, ~~and~~ 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, paying due regard to the number of members of each committee with regard to state open meeting requirements.

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. The secretary shall keep a complete record of all proceedings of the Commission. The secretary shall keep a roll of the members of the Commission. The secretary and shall perform all other duties usually appertaining 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 City Administration ~~or and for proper filing by the City Clerk.~~ The minutes, along with the agenda, will be mailed or e-mailed to all commission members by the administrative assistant out to all Commission members one week before the next scheduled meeting. ~~Copies shall be submitted to the City Administrator and City Council.~~

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, tThe 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 will be included in the agenda packet distributed~~ one week before each meeting and ~~shall be reviewed at each monthly/quarterly 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 approval of the commission at a regular or special commission meeting~~City Council each year.~~ Each yearly budget shall be submitted to the City Administrator and to the City Council for approval. Budgeted funds ~~may should~~ be used for the following:

1. Workshops for commissioners;
2. ~~2-~~Public Relations;
3. ~~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/quarterly meetings of the Commission, the order of business shall in general be as follows:

1. Call to order;

2. Welcome guests;
- ~~2-3.~~ Approval of or amendments to meeting agenda;
- ~~3-4.~~ Minutes of preceding meeting and action thereon;
- ~~4-5.~~ Treasurer's report;
- ~~5-6.~~ Correspondence;
- ~~6-7.~~ Public Comments;
- ~~7-8.~~ Old business;
- ~~8-9.~~ New business;
- ~~9-10.~~ Reports on calls and inquiries;
- ~~10-11.~~ Pending complaints;
- ~~11-12.~~ 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 may be ~~deemed to have resigned removed~~ 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 ~~commissionersmembership~~, 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 ~~Bylaws comprising four (4) pages,~~ constitute the Bylaws of the Grand Rapids Human Rights Commission as ~~duly~~ amended at the regular meeting of the commissioners, duly held on _____.

IN TESTIMONY WHEREOF, we the undersigned directors, have declared the above by-laws to be the By-laws of the Grand Rapids Human Rights Commission.

Adopted by the Grand Rapids Human Rights Commission on the _____ day of _____, 201~~8~~⁹ on the following ~~roll-call~~ vote:

~~Moved~~tioned by: _____

Seconded by: _____

~~Ayes:~~ _____

~~Nays:~~ _____

ATTEST: _____
Grand Rapids Human Rights Commission Chair

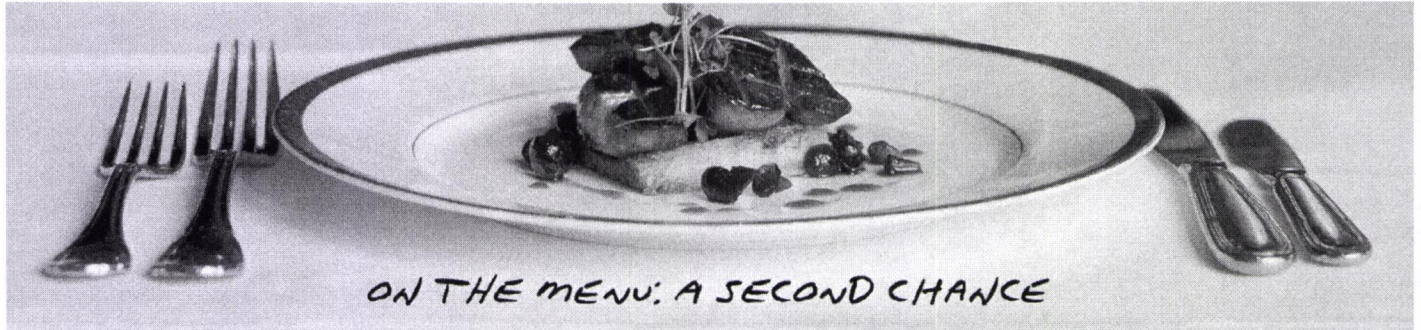
ATTEST: _____
Grand Rapids Human Rights Commission Treasurer

Big View Community Engagement

Hosted by Circles of Support

Wednesday, October 3rd, 2018

Knife SKILLS



Knife Skills follows the launch of a high class cuisine restaurant in Cleveland, staffed by men and women recently released from prison. It is a film about re-entry, second chances, and the healing power of fine food. Most have never cooked or served before, and have barely two months to learn their trade.

In this improbable setting, with its mouthwatering dishes and its French vocabulary, we discover the challenges of men and women finding their way after their release. We hear the life stories from three trainees, as well as the restaurant's founder, who is dogged by his past.

They all have something to prove, and all struggle to launch new lives — an endeavor as pressured and perilous as the ambitious restaurant launch of which they are a part. www.filmsprout.org

Over 650,000 people are released from prison every year.

One of the keys to keeping the ex-cons out of prison is finding a job that pays enough to maintain a living. For obvious reasons, businesses would rather hire a person with no criminal record. Thus, a classic catch-22 conundrum for a person trying to put his/her life back together.

Alan Ng, February 26th, 2018 filmthreat.com/reviews

Audience input & discussion follows film

Blandin Foundation
Stender Community Room
100 North Pokegama Ave

11:00 to 1:00 PM

Pizza served

RSVP: robertf@kootasca.org or call 999-5883



Circles of Support is a program of KOOTASCA Community Action

Filmmaker Statement - Thomas Lennon

When I began filming, I had no background in criminal justice, and no agenda. I just filmed what I saw: an improbable group of men and women caught up in a truly improbable endeavor. Their whole lives seemed to be on the line. I'm excited to share the film with audiences for the first time at a moment when criminal justice reform and re-entry are such pressing public issues.

The United States is a global leader in incarceration, with more than 2.2 million people in state and federal prison. Over 650,000 people are released from prison every year, and that number is on the rise. Almost everybody — on the left and the right — agrees that our country has too many people in prison, and that many need to be released. This film says, 'Yes, absolutely... and then what?' That transition out into the world is a time of incredible stress and risk, and I hope the film captures that, gives it a human face.

Any issue that has the potential to adversely impact people in poverty may become the subject of a Big View Community Engagement meeting. Community members from all income levels are welcome to attend and encouraged to engage in respectful dialogue around meeting topics.

It is our position at Circles of Support to uphold the voice and dignity of the poor.

This meeting is free
and open to the public.



Circles of Support & PCs for People at Kootasca



Circles of Support is a program of KOOTASCA Community Action