



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

DATE: OCTOBER 2, 2013

TIME: 4:00 P.M.

ACTION

4:00 CALL TO ORDER:

CALL OF ROLL:

	Present	Absent
Commissioner LaPlant	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Dowell	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Freeman, Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Hall, Vice Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Learmont	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Nichols	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Sanderson	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Weidendorf	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Noyce	<input type="checkbox"/>	<input type="checkbox"/>

MEETING PROTOCOL POLICY:

Please be aware that the Council has adopted a Meeting Protocol Policy which informs attendees of the Council's desire to conduct meetings in an orderly manner which welcomes all civil input from citizens and interested parties. If you are unaware of the policy, copies (orange color) are available in the wall file by the Council entrance.

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 28, 2013 regular meeting

FINANCIALS:

CORRESPONDENCE:

PUBLIC COMMENT:

CIRCLE OF HEALING UPDATE:

OLD BUSINESS:

- Native Americans as mascots
- Ojibwe Flag Installation review & consideration of monetary support

NEW BUSINESS:

- Performance by 515 Theater Group
- Training in Cultural Competency (Anishinaabe Worldwide view)
- Homelessness Exhibit at MacRostie

REPORTS ON CALLS AND INQUIRIES:

PENDING COMPLAINTS:

OTHER:

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 of City Hall, Grand Rapids, Minnesota, on Wednesday, August 28, 2013 at 4:00 p.m.

CALL OF ROLL: On a Call of Roll, the following members were present: Commissioners: Dowell, Hall, Sanderson, Weidendorf, Noyce, LaPlant and Learmont. Absent: Commissioners Freeman, Nichols.

Staff Present: Lynn DeGrio, Kimberly Johnson-Gibeau

CALL TO ORDER: The meeting was called to order at 4:00 p.m.

ADDITIONS: Student Outreach

APPROVAL OF MINUTES: **July 31, 2013 regular meeting**

MOTION BY COMMISSIONER SANDERSON, SECOND BY COMMISSIONER WEIDENDORF TO APPROVE THE MINUTES OF JULY 31, 2013 AS PRESENTED. Motion passed by unanimous vote.

Financials: reviewed financials, noting balance and the total of \$2,150.00 remitted to City by sponsors for Robin Poor Bear presentation.

Circle of Healing Update: Commissioner LaPlant distributed invitations to members for the flag installation scheduled for September 11th. There have been thousands of invitations sent out to various groups and individuals. LaPlant reviews the scheduled agenda for the flag installation event, noting speakers, entertainment and the presence of individuals from Any Klobuchar's office and Commission Roy, Department of Corrections.

Follow up on Pat Helmerger letter – Indians as Mascots: Commissioner Sanderson stated that she has heard a great deal of positive feedback. Although the letter was received by Superintendent Joe Silko and the District 318 School Board, this issue was not discussed at length at the School Board meeting. Discussed Herald Review article printed regarding the intent to donate the bust to the school district and the response from the School Board. Also discussed was the "Memories of Grand Rapids" facebook page, the selling of Indian mascot paraphernalia, correspondence submitted to the facebook account by Commissioner LaPlant and the response that followed.

Commissioner Sanderson discusses the need to use this as a "teaching moment" for the community and individual organizations. Ms. Sanderson is willing to make contact with prominent individuals to further this cause.

Commissioner Weidendorf will draft a letter of thanks from the Human Rights Commission to Superintendent Silko and the School Board with praise for the way in which this was handled.

NEW BUSINESS:

2014 Human Rights Essay Contest: Individual Commissioners will make contact with various schools and try to encourage participation. Will forward information to Dale Christy for Gifted and Talented Students.

Student Outreach: Discussed challenges for people of color in the Grand Rapids community, ICC for example. Recommended contacting the college to plan a round table type discussion held with interested students and hosted by a sub-committee of the Commission. Commissioners Noyce, Hall and Weidendorf will serve as representatives.

Reports on calls & inquiries: None

Pending Complaints: None

Other: Human Resources Director DeGrio notes that the City is working on a Communications Policy and this could benefit the Commission by way of distribution information in the future. Updates will be provided as available.

There being no further business, the meeting adjourned at 5:27 pm.

Respectfully submitted, Kimberly Johnson-Gibeau, City Clerk

**CITY OF GRAND RAPIDS
HUMAN RIGHTS COMMISSION**

**SCHEDULE OF CHANGES IN REVENUE AND EXPENDITURES
FOR THE PERIOD ENDING SEPTEMBER 30, 2013**

With Comparative Totals for the Period Ending December 31, 2012

	<u>Actual 9/30/2013</u>	<u>Actual 12/31/2012</u>
Human Rights Budgeted Expenditures	\$ 3,000	\$ 3,000
Brochures	-	7
Poster, Letterhead & Reprints	-	-
Supplies	-	113
Copy Supplies	-	-
Video/Books	513	-
Advertising	-	-
Dues	100	55
Postage	-	-
Seminars/Meetings/Schools	-	-
Speaker Expenses	-	150
Healing Journey Deficit	632	-
Awards	-	-
City Staff Training	-	-
Contracted Services-Legal	228	-
	<u> </u>	<u> </u>
Balance Available	<u>\$ 1,527</u>	<u>\$ 2,675</u>

Healing Journey Sponsorships \$ 2,150

Healing Journey Expenditures

Amazon-Kind Hearted Woman	34	
Brewed Awakenings	248	
Robin Poor Bear	2,500	
Total Expenditures	<u>2,782</u>	
Surplus/Deficit)	<u>(632)</u>	

2013 HUMAN RIGHTS SYMPOSIUM

Thursday, December 5, 2013

- Employment
- Public Policy
- Criminal Justice

SAVE THE DATE!

Mark your calendar for Thursday, December 5, 2013 and make plans to attend the 2013 Human Rights Symposium.

Don't miss this all-day event covering the latest in employment, public policy, criminal justice, pay equity and more!

The Department of Human Rights will kick off Human Rights Week in Minnesota with an all-day symposium providing must-have information on the latest trends and legal decisions that affect you. From wage equity to workforce diversity to the new “Ban the Box” law, these are key issues for **attorneys, employers, human resource professionals, diversity advocates** and everyone concerned with human rights and social justice.

The Human Rights Symposium will take place at the University of Minnesota Continuing Education and Conference Center at 1890 Buford Avenue, St. Paul MN 55108.

Get more information about this event as it becomes available via our web site and social media:

- mn.gov/mdhr
- [Twitter](#) (follow #hrsymposium)
- [Facebook](#)



Minnesota Department of
HUMAN RIGHTS

If you would like to be removed from our Human Rights Symposium mailing list, please email linda.shoemaker@state.mn.us with UNSUBSCRIBE in the subject line.

Indian pride should be seen and shared

Posted: Wednesday, September 18, 2013 8:44 am

I have to tell ya, folks, this whole ordeal with the Grand Rapids High School Indians mascot is getting pretty sad. I graduated from GRHS in 1970 as part of the Indians legacy. In all my years as a Grand Rapids Indian I do not recall an instance where the name Indian nor the culture of the Indian (native American) was used disrespectfully. Do people honestly think that the mascot was picked with that intent?

That was our mascot and we represented it and embraced it proudly. I spent some time thinking about how it came to be that the Indian was chosen as our mascot. I can only guess that the goal was to choose a role model whose values were that of integrity and perseverance. A mascot that would inspire spirit, competitiveness and loyalty. The culture of the Indian (native American) demonstrate these values and we built our school community around that.

Don Kuusinen wanted to celebrate that legacy with the Indian bust that he wanted to have displayed in the Grand Rapids High School hallway. Someone suggested that the Indian Ed office might be a better place. That's not a better place! That's 'no' place! Our heritage doesn't belong hidden there. It belongs in the hallways of the Grand Rapids High School.

That school was my school long before it was yours. And I speak for a great plenty when I say that nothing would be finer than to walk into the Grand Rapids High School and see part of our past proudly displayed and serving as an inspiration to athletes, competitors and spectators alike. We deserve to feel a sense of ownership, a sense of loyalty, a sense of community, too.

I understand that times have changed. I understand, now, that our choices of the Indian logo and the regalia that we wore, in celebration, were used in error. I understand that the decision was made that it was time to put the Grand Rapids Indians to rest. But, let's put it to rest in a place of honor. I don't want to be ashamed of my past. I wore the white Indian headdress. It was an honor and a memory that I will always remember. I was.....no! I AM a Grand Rapids Indian, from the class of 1970. This kind of pride needs to be seen in a place where it belongs and can be shared.

Sharon (Doty) Marty-Rasmussen

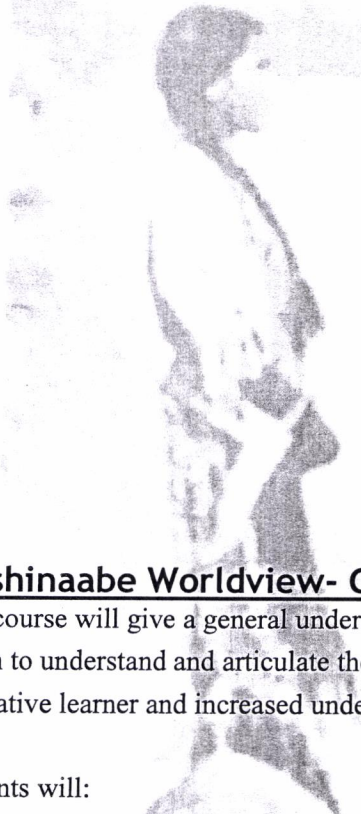
Grand Rapids

Northwest Indian Opportunities Industrialization Center

*Educating * Connecting * Transforming*

What is Culture & Why is Competency Critical?

Culture is often described as the combination of a body of knowledge, a body of belief and a body of behavior. It involves a number of elements, including personal identification, language, thoughts, communications, actions, customs, beliefs, values, and institutions that are often specific to ethnic, racial, religious, geographic, or social groups. For a provider, these elements influence beliefs and belief systems surrounding health, healing, wellness, illness, disease, and delivery of services. The concept of cultural competency has a positive effect on delivery by enabling providers to deliver services that are respectful of and responsive to the beliefs, practices and cultural and linguistic needs of diverse patients. Cultural competency is critical to reducing disparities and improving access to high-quality programming that is respectful of and responsive to the needs of diverse populations. When developed and implemented as a framework, cultural competence enables systems, agencies, and groups of professionals to function effectively to understand the needs of groups accessing services with it is health information and health care , social services or workforce development.



Northwest Indian OIC is pleased to announce Anishinaabe Worldview, a newly accredited training in Cultural Competency. The project to design and offer an Anishinaabe Cultural Competency training is a result of many gatherings of elders, teachers, critical thinkers and traditional Anishinaabe, and the voices of our Members, who share with us, their experiences and their recommendations to make our communities, Native and Non-Native, healthier, safer and enriched places.

We are grateful for the responsibility and privilege to share this information with new learners. Registration fees for this training, as with all our OIC trainings, are used to support the ongoing services of OIC. These services can be found on our website www.nwioic.org .

Anishinaabe Worldview- Cultural Competency

This course will give a general understanding of the Anishinaabe. It will give learners a historical framework from which to understand and articulate the Native experience today. The outcome will be an empowered sense of identity in the Native learner and increased understanding in the Non-Native learner.

Students will:

- Learn the foundations of the Anishinaabe worldview from Creation
- Gain knowledge of colonization and its repercussions on the Anishinaabeg and other indigenous people
- Gain knowledge of the political laws that form the relationship between the U.S. Government and the Anishinaabeg and other indigenous people
- Become familiar with the power and strength of the Anishinaabeg through cultural knowledge, including creation, clan systems, ceremonial life, traditional societal structures , and traditional subsistence seasonal economics
- Develop tools and abilities to articulate and navigate non-Native systems

What participants are saying about NWIOIC Anishinaabe Worldview

"I have a better understanding of Anishinaabe culture with my clients and I am more aware of how to be more helpful with them."

"Training has been a very good experience. The trainer brought things out that really touched the heart - Awesome instructor of this training!"

"I would recommend this training to anyone willing, even a little, to learn and understand what our ancestors went through - I could listen to the trainer all day, every day."

"I would recommend this class - I would love to see it offered to so many other programs. There is no one teaching this. We have to go out and find it ourselves. Everything I learned, I am teaching...."

Participants will receive two Continuing Education Units (CEU) from Northwest Technical College and Bemidji State University, as well as a certificate of completion.

This four-day course is offered monthly at NWIOIC for \$395.00 per person, which includes the cost of all course materials and lunch on site. There is a minimum class size of 6 participants. Classes with less than 6 students may be rescheduled. Course outline is available by request.

Northwest Indian OIC
520 Fourth Street NW
Bemidji, Minnesota 56601
218.759.2022 Phone
218.759.0090 Fax
www.nwioic.org

Customized Trainings Option Available

Sponsoring us to lead a training in your community can be an affordable way to meet your needs. Our trainings are customized to your community's specific needs and can be designed for groups of varying sizes. Typically, it takes about 4 weeks to schedule a training. Our responsibilities in setting up a training include working with you to design the best training for your needs, making all travel arrangements and sending a sample handout packet for copying in advance. Sponsoring agency responsibilities include gathering the training participants, arranging for the training site and audiovisual equipment, making hotel reservations for the trainers and making copies of the handouts. Sponsoring agencies may charge participants to recover some of the costs of the training, or partner with other agencies to sponsor the training. The cost for training depends on the size of group, number of trainers and the length of a training, along with travel expenses. Please call or for more information about costs and arrangements. We'd be happy to partner with you in creating positive change in your community!



CAIR-MN eNewsletter



Video: WDJO-TV

On Saturday, September 28, 2013, a Muslim woman reported to CAIR-MN that she was physically escorted out of the Chisholm Baptist Church for attending the Annual Hibbing Area Women's Retreat.

The 16th annual event, featuring anti-Muslim speaker Cynthia Khan, was publicized as a public event. An article in the Hibbing Daily Tribune stated that "all area women are invited."

SEE: [Hibbing Area Women's Retreat set Sept. 28 \(Hibbing Daily Tribune\)](#)

The Muslim woman, who wears a headscarf, was initially welcomed to the event by organizers. She completed the registration, paid the entrance fee and was given a nametag. As she was entering the auditorium, Khan approached event volunteers and asked that they remove the Muslim woman. When the Muslim woman explained that she was only there to listen and would not interrupt the speech or disrupt the event, Khan said she did not want a Muslim in the audience. Khan told her that videos and materials "offensive" to Muslims will be shown and distributed during her talk.

Despite her objections to the unfair treatment due to her religion, the Muslim woman was physically escorted outside by event volunteers.

"The retreat organizers engaged in discrimination when they denied a Muslim woman from participating in the event, while opening it up to the rest of the public," said CAIR-MN Executive Director Lori Saroya. "We ask all community leaders in the area to repudiate the unfair treatment."

Saroya said CAIR-MN will pursue legal options if any federal or state anti-discrimination laws were violated.

Past hosts of the Annual Hibbing Area Women's Retreat have been Blessed Sacrament Church, Holy Trinity Lutheran, First Assembly of God, First Lutheran Church, Grace Lutheran, Hibbing Alliance, Wesley Methodist, Open Door, Our Savior's Church and St. Michael's Orthodox Church.