



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

DATE: November 28, 2012

TIME: 4:00 P.M.

4:00 CALL TO ORDER:

ACTION

CALL OF ROLL:

	Present	Absent
Commissioner Hendrickson	<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 Mundt, Sec'y./Treasurer	<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:

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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.

APPROVAL OF MINUTES: October 31, 2012 regular meeting

FINANCIALS

CORRESPONDENCE:

PUBLIC COMMENT:

OLD BUSINESS:

- Diversity Jelly Beans – Update on Information Card

NEW BUSINESS:

- Discuss referendum on marriage amendment.

REPORTS ON CALLS AND INQUIRIES:

PENDING COMPLAINTS:

OTHER:

ADJOURNMENT:

2012 OVERCOMING RACISM CONFERENCE

DECOLONIZING MINNESOTA & BEYOND: HISTORICAL & CURRENT STRUGGLES

Metropolitan State University, St. Paul, MN
November 16-17, 2012



Presented by
the Facilitating
Racial Equity
Collaborative

overcomingracism.org

CONFERENCE SCHEDULE

Friday, November 16

7:30 – 8:30 am Registration, Founders Hall

8:00 – 8:30 am Smudging available outside

8:00 – 8:30 am Opening Ceremony with Standing Bull Singers, Founders Hall Auditorium

8:30 – 9:00 am Welcome and Introductions, Founders Hall Auditorium

9:00 – 10:30 am Keynote: Waziyatawin, Founders Hall Auditorium

10:45 am – 12:15 pm Workshop Session #1

12:15 – 1:15 pm LUNCH

1:15 – 2:45 pm Workshop Session #2

3:00 – 4:30 pm Breaking Ice Theater Performance and Closing, Founders Hall Auditorium

Saturday, November 17

7:30 – 8:30 am Registration, Founders Hall Auditorium

8:00 – 8:30 am Smudging available outside

8:00 – 8:30 am Opening Ceremony with Standing Bull Singers, Founders Hall Auditorium

8:30 – 8:45 am Welcome and Opening, Founders Hall Auditorium

8:45 – 10:15 am Keynote: Rose Brewer, Founders Hall Auditorium

10:30 am – 12:00 pm Workshop Session #3

12:00 – 1:00 pm LUNCH

1:00 – 2:30 pm Workshop Session #4

2:45 – 4:30 pm Youth Performance Company and Closing, Founders Hall Auditorium

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Friday

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Welcome

Welcome to the 2012 Overcoming Racism Conference. Metropolitan State University is pleased and honored to join the Facilitating Racial Equity Collaborative (FREC) in hosting this year's conference. As this Conference was being prepared, I announced my presidential theme for the year—**Justice, Just Us**. I invited the University community to embrace the concept of justice and to recognize that we cannot wait for someone else to create it, that it is up to us.



As one expression of this vision, I declared the 2012-2013 academic year to be "The Year of the Dakota" at Metropolitan State University, in commemoration of the tragic events of the Dakota-U.S. War of 1862. This is especially fitting for Metropolitan State, as we are situated on Dakota land and adjacent to sacred sites on these bluffs of the Mississippi and at the nearby burial mounds. I trust that this spirit of truth-telling, reflection, and reconciliation will create an auspicious setting for the 2012 Overcoming Racism Conference.

Let us all seek to develop the perspectives and practices that will create a community in which all can thrive, and in which all enjoy full access, participation, equity, and justice. You are our honored guests for these two days of seeking higher ground beyond the legacy of racism. Thank you for your dedication to these ideals, and again, welcome to Metropolitan State University.

Sincerely yours,
Sue K. Hammersmith, Ph.D.
 President, Metropolitan State University

Opening Ceremony

The Overcoming Racism Conference will be opened each day by the **Standing Bull Singers** from Southwestern Minnesota. The members of the Standing Bull Singers, Virgil M., Virgil F., Tony F. and Joel M., sing Dakota songs in commemoration of the mass execution of the Dakota 38. Virgil M. will open the conference each day with a prayer and provide an explanation of the songs and their connection to the Dakota 38.

The Facilitating Racial Equity Collaborative (FREC) convenes the 4th annual Overcoming Racism Conference. This year we observe the Sesquicentennial of the Dakota-U.S. War and the ethnic cleansing of Minnesota's prairies and its indigenous people. The Dakota-U.S. War was among the bloodies of all U.S.-Indian wars. When the war ended with the defeat of the Dakota, those who were able to flee did, often losing track of their family and community members in the process. Thirty-eight Dakota men were hanged simultaneously on December 26th, 1862 - the largest mass execution in U.S. history. The U.S. army forcibly marched captured Dakota men, women, children, and elders 150 miles through hostile white crowds who stoned and killed many of them. These Dakota civilians were held in a concentration camp below Fort Snelling throughout the winter of 1862. It was a time of horrific abuse from the soldiers and of many deaths among the people (whose bodies were buried in mass graves never yet identified). In Spring of 1863, the survivors were shipped down the Mississippi river into permanent exile.

Although a very small number of Dakota people have returned to their homelands in Minnesota over the past 150 years, the Dakota nation continues in a condition of diaspora, with Dakota communities scattered across the plains of the U.S. and Canada. United States policies have continued to afflict the Dakota including criminalization of religious ceremonies and language, forced boarding schools for their children, the Dawes Act, environmental desecration, adoption-out of the children, and failure to honor treaty obligations. The list is long! Many Dakota communities in exile are among the poorest indigenous communities in the United States.

The 2012 Overcoming Racism conference will explore this history, along with the 'settler colonialism' (the belief that the "white way" is the right or superior way) and 'Minnesota Nice' mindsets, and their impact on current struggles for decolonization (undoing and recreating the systems that oppress and create disparities for people of color) and equity in our state and beyond. (See definitions/descriptions of colonization & decolonization below). We hope the conference this year will help participants better understand the nature and impact of this history of colonization and learn new approaches to decolonizing our own minds as well as our organizations and institutions.

DEFINITIONS

Colonize. Send settlers to (a place) and establish political control over it. Settle among and establish control over (the indigenous people of an area). Appropriate (a place or domain) for one's own use. (Oxford English Dictionary)

Colonization creates a racist system that can go as far as convincing the colonized that they are what the colonists tell them they are. The colonized strive to be like the colonizer, to become him, to be white even. "...The total result looked for by colonial domination was indeed to convince the natives that colonialism came to lighten their darkness," writes Frantz Fanon (1963). Aime Cesaire describes colonization as a system of fear, instilled in the colonized so that they would feel inferior and thus incapable of defending themselves.

According to Fanon, in order to end colonization, first the colonized must see the myth that has been placed on them. Colonization barbarizes the colonized so that the colonizer can, in good conscience, take everything from the oppressed. Because colonialists inflict oppression, exploitation, and terror, they corrupt themselves, in what Cesaire refers to as the "boomerang effect of colonization." (1972)

Decolonization is the undoing of colonialism. It can be understood politically (political independence, control of territories) and culturally (undoing of pernicious colonial effects).



The 2012 Overcoming Racism Conference is presented by:

The Facilitating Racial Equity Collaborative

(FREC)

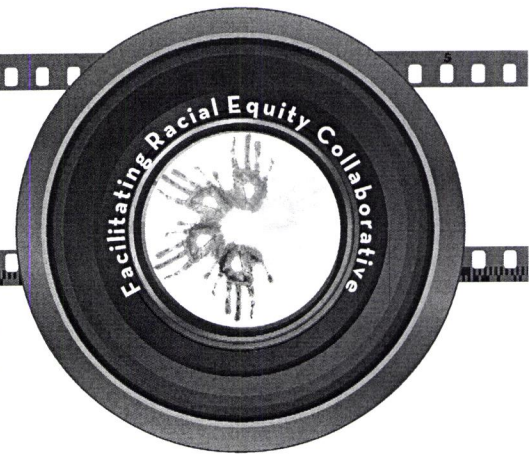
FREC is a dedicated collective of organizations and individuals committed to overcoming racism in Minnesota. Our mission is to work together against structural racism and racial disparities. We strive to deepen our understanding of and improve our capacity in countering racism. In organizing for racial justice and advancing practice, we are informed by best practices, and a commitment to engagement with multiple communities and ways of knowing. We are resources to each other in anti-racism work. By building collective strength, collaborative power, visibility, and authenticity, we are working to achieve our mission.

Everyone is welcome to join us for our monthly planning and coordination meetings, held on the 2nd Thursday of each month, 9-11 am at Cherokee Park United Church 371 Baker St. in St. Paul.

To learn more about FREC and how you can get involved, please visit:

WWW.OVERCOMINGRACISM.ORG

REFOCUS THE FRAME: TURNING THE LENS ON RACISM



Javed Mohammed, film critic, talks about changing the world one story at a time. He says, "Just like good food provides not only calories but nutrition, a film that makes a deep connection with an audience can entertain, inspire and motivate lasting change." **The Refocus the Frame: Turning the Lens on Race and Racism** film series grew out

of our belief that film is a powerful vehicle for truth telling about race and racism. Sponsored by FREC and partners, this film series stimulates new insights, creates thoughtful dialogue and challenges all of us to work together to overcome racism in our personal lives, the organizations we are a part of and the communities we live in.

Over the past six months, the **Refocus the Frame: Turning the Lens on Race and Racism** film series has screened three very diverse films FREE of charge in venues across the Twin Cities. In conjunction with the 2012 Overcoming Racism conference, we are hosting the documentary, **Dakota 38** at 5:30 pm on November 16th in the Founders Hall Auditorium. Come join us for pizza at 5:00 pm before the film begins.

In February 2013, we will launch a new season of the film series with a screening of the yet to be released film, **Middle of Nowhere** by director Ava DuVernay. Stay tuned for details on the FREC website. If you have ideas about future films or venues we welcome you to become part of our planning committee. You can contact us via the FREC website, www.overcomingracism.org.



FH = Founders Hall
LIB = Library and Learning Center

NM = New Main
SJH = St. John's Hall

Workshops At-a-glance

FRIDAY	Bldg Room		Workshop Title	Time	Session 1
	Bldg	Room			
	FH	L120	Colonial Mindset and the White Racial Frame: Interdependency and Mirror Reference	10:45-2:45	
	SJH	152	Decolonizing Internalized Oppression to Restore Hope	10:45-2:45	
	SJH	153	Mass Media as Colonialism, Genocide and Ecocide and How We Fight Back	10:45-2:45	
	FH	L118	Eradicating Racism for Healing and Reconciliation	10:45-12:15	
	FH	L117	Is It Possible To Decolonize Ourselves? A Dialogue with Former Students From the Social Justice Minor at the University of Minnesota	10:45-12:15	
	FH	L121	Taking a Stand Against Racism: From Bystander to Active Witness	10:45-12:15	
	LIB	301	The Art of Minnesota Nice	10:45-12:15	
	LIB	306	Engaging with Others to Dismantle Institutional Racism	10:45-12:15	
	NM	L215	Combating Islamophobia: Understanding Islam and Your Muslim Neighbors	10:45-12:15	
	NM	L210	Relieving the White Man's Burden	10:45-12:15	
	SJH	L5	The Multi-Racial Experience	10:45-12:15	
	LIB	Ecolab	For Indigenous Minds Only: A Decolonization Handbook	1:15-2:45	
	FH	L121	Colonization and Decolonization: Semantics for Displacement and Internalized Oppression	1:15-2:45	
	FH	L117	SURJ: Showing Up for Racial Justice - Building a Base of White People Who Work for Racial Justice	1:15-2:45	
	FH	L119	"Uff Da, We Don't Talk About That Here!"	1:15-2:45	
	FH	L118	Rural Minnesota's Great Divide	1:15-2:45	
	LIB	301	Human Rights Monitoring: Building Community and Advocating for Racial Justice in Minnesota	1:15-2:45	
	LIB	306	Wah-we-yah-cumig-oke: A Story of Land Loss on the White Earth Reservation	1:15-2:45	
	LIB	312	The U.S. Student's Colonized Mind: Breaking Free to Close the Gap	1:15-2:45	
	NM	L215	Causes of the Dakota War	1:15-2:45	
	NM	L210	Illuminating and Challenging Institutional Racism at a Diverse University: Results of a Campus Climate Survey	1:15-2:45	

SATURDAY	Bldg Room		Workshop Title	Time	Session 3
	Bldg	Room			
	FH	L117	The Biology of Racial Justice: Deconstructing Whiteness and Decolonizing the Body	10:30-2:30	
	FH	L120	The Revolution Will Not Be Culturally Competent: Can evaluation serve movement organizing efforts toward racial justice?	10:30-2:30	
	LIB	Ecolab	Unpacking the Un-Fair Campaign	10:30-2:30	
	FH	L119	Combating Racism from the Margins through the Performance of Masculinities	10:30-12:00	
	FH	L118	The Dakota People and Christianity: Contrasts and Destructive Impact	10:30-12:00	
	LIB	321	Combating Islamophobia: Understanding Islam and Your Muslim Neighbors	10:30-12:00	
	LIB	310	Wah-we-yah-cumig-oke: A Story of Land Loss on the White Earth Reservation	10:30-12:00	
	Lib	312	The U.S. Student's Colonized Mind: Breaking Free to Close the Gap	10:30-12:00	
	NM	L211	Eradicating Racism for Healing and Reconciliation	10:30-12:00	
	NM	L205	Micro Inequities, Minnesota Not So Nice	10:30-12:00	
	SJH	L5	The Art of Minnesota Nice	10:30-12:00	
	FH	L119	From MisEducation to ReEducation and Transformation: Learning to Live and Work for Equity and Social Justice from a Position of Privilege	1:00-2:30	
	FH	L121	Making Friends with Shame, Fear, and Sorrow	1:00-2:30	
	FH	L118	Situated Identities of High Achieving Young, African American Males in an Urban School	1:00-2:30	
	LIB	321	Human Rights Monitoring: Building Community and Advocating for Racial Justice in Minnesota	1:00-2:30	
	LIB	310	Rural Minnesota's Great Divide	1:00-2:30	
	NM	L211	Locked Out in the Cold: The Impact of the Minnesota Criminal Justice System and How We Can Demand Justice	1:00-2:30	
	NM	L205	Transformative Story as a Means of Overcoming Racism	1:00-2:30	
	SJH	L5	Following in the Footsteps of Little Crow	1:00-2:30	

CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CONFERENCE ROOM 2B – 420 NORTH POKEGAMA AVENUE
WEDNESDAY, OCTOBER 31, 2012 – 4:00 P.M.

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, 420 North Pokegama Avenue, Grand Rapids, Minnesota, on Wednesday, October 31, 2012 at 4:00 p.m.

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

Staff Present: Lynn DeGrio, Kimberly Johnson-Gibeau

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

SETTING OF REGULAR AGENDA: Additions to regular agenda:

- Update on marriage amendment workshop
- Correspondence from Minnesotans United

APPROVAL OF MINUTES: August 29, 2012 regular meeting

MOTION BY COMMISSIONER SANDERSON, SECOND BY COMMISSIONER HALL TO APPROVE THE MINUTES OF AUGUST 29, 2012 AS PRESENTED.
Motion passed by unanimous vote.

Correspondence:

Reviewed notes and letters received. Commissioner Sanderson reviews letter written on behalf of the Commission in support of Smart Probation Program. Commission Chair Freeman provided review of presentation to City Council on October 22nd.

Diversity Jelly Beans – Update.

Beans have arrived and are divided into mini bags. Discussed ideas for programs, workshops and presentations to use this training tool. The information card will be reviewed and suggested changes submitted to staff for update.

Work plan.

Discussed various items on work plan, specifically law enforcement diversity education and library collaboration specific to Islam.

Recap of programs and workshops:

Library presentation by Mr. Anton Treuer and Marriage Amendment Workshop: These programs were well attended and received. Very good feedback from participants and community.

Commissioner Hendrickson left the meeting at 5:00 pm.

Request for support on a grant application to ALA – National Endowment for the Humanities.

MOTION BY COMMISSIONER SANDERSON, SECOND BY COMMISSIONER HALL TO SUPPORT THE GRANT APPLICATION OF THE GRAND RAPIDS AREA LIBRARY TO ALA-NATIONAL ENDOWMENT FOR THE HUMANITIES. The motion passed by unanimous vote.

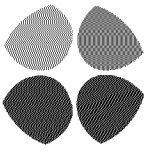
State Human Rights Symposium.

Commission feels City staff would benefit from attendance.

MOTION BY COMMISSIONER LEARMONT, SECOND BY COMMISSIONER DOWELL TO AUTHORIZE EXPENDITURES FOR CITY STAFF TO ATTEND HUMAN RIGHTS SYMPOSIUM ON DECEMBER 3, 2012 IN ST PAUL. The motion passed by unanimous vote.

MOTION BY COMMISSIONER DOWELL, SECOND BY COMMISSIONER HALL TO ADJOURN THE MEETING AT 5:05 PM. The motion passed unanimously.

Respectfully submitted, Kimberly Johnson-Gibeau, City Clerk



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4:00 CALL TO ORDER:

CALL OF ROLL:

	Present	Absent
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CORRESPONDENCE:

PUBLIC COMMENT:

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- Diversity Jelly Beans – Update on Information Card

NEW BUSINESS:

- Discuss referendum on marriage amendment.

REPORTS ON CALLS AND INQUIRIES:

PENDING COMPLAINTS:

OTHER:

ADJOURNMENT: