



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

DATE: FEBRUARY 29, 2012

TIME: 4:00 P.M.

ACTION

Est. Times

4:00 CALL TO ORDER:

CALL OF ROLL:

	Present	Absent
Commissioner Wartchow, Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Dowell	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Freeman, Vice Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Hain	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Hall	<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"/>

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.

APPROVAL OF MINUTES: January 25, 2012 regular meeting

CORRESPONDENCE:

PUBLIC COMMENT:

OLD BUSINESS:

- Hate/Bias Crime Response Plan Follow Up
- 2012 Goals Discussion
- Accessibility Project Update – final brochure
- Marriage Amendment Workshop Update

NEW BUSINESS:

- Commissioner Lindsey's Visit

REPORTS ON CALLS AND INQUIRIES:

PENDING COMPLAINTS:

OTHER:

ADJOURNMENT:

Grand Rapids Human Rights Commission **2005-2006 Work Plan**

The Grand Rapids Human Rights Commission is launching an aggressive effort to identify and address needs and promote awareness about human rights in the community.

Established by the Grand Rapids City Council in 2004, since that time members have held several public meetings, established an annual schedule, attended a state training convention, hosted a day with the Minnesota State Commissioner of Human Rights and started to network with colleagues and organizations in the community, region and state.

The commission adopted a work plan for 2005 and 2006 that identifies priorities for the initial two years of the organization. These activities include:

2005 Priorities

Communication

- Establish and maintain a human rights resource file at the Grand Rapids Area Library and a similar file at Grand Rapids City Hall. Publicize the fact that these files are in place and invite the public to use these resources for information and referral.
- Write, design, print and distribute a general information brochure on the Grand Rapids Human Rights Commission, its mission, its responsibilities and membership.
- Present a minimum of four public information programs or news releases each year to promote human rights and diversity issues. Work closely with Grand Rapids Herald-Review, KAXE, ICTV, KMFY and other mass media in these public information efforts. Secure coverage of events in the school district and Itasca Community College newsletters.
- Present an annual written and verbal report to the Grand Rapids City Council that includes an outline of the work of the commission.

have this event coincide with the release of the K-12 human rights curriculum developed by the MN Department of Human Rights.

- Hold a joint training session on housing issues as they relate to the Minnesota Human Rights Act with the commissioners and staffs of the Grand Rapids and Itasca County housing and redevelopment authorities (HRAs). Invite rental property owners to attend.
- Budget for and encourage commission members to attend a minimum of one training conference or program each year to develop expertise. Maintain an in-house calendar of state, regional and local training opportunities.
- Develop written protocol for the handling of complaints to commissioners and the city. Track and maintain records of inquiries to establish patterns and history of prospective claims.

Partnership with Schools/Other Groups

- Explore possibility of providing local mediation services in collaboration with trained mediators with the Cooperative Solutions Inc. organization.
- Begin collaboration with Itasca Community College and school districts in Itasca County on programs such as Global Education Week, Diversity Week, Native American Pow Wow or others. Chairperson will send formal letter of interest to ICC President and Dean and to superintendents of the four school districts.
- Serve as liaison with diversity programs and organizations such as the Peace and Justice Club on the college campus. Assist in developing a program to match students from outside the area with local families.
- Conduct a logo contest in the schools to establish a logo for the Grand Rapids Human Rights Commission. Students work with artist from the community to complete project.
- Collaborate with the Empty Bowls Project to feature essays and artwork that explain the basic human rights of all children.

other mass media in public information efforts.

- Present an annual written and verbal report to the Grand Rapids City Council, with an outline of the membership and work of the Commission.
- Distribute copies of brochures on the Minnesota Human Rights Act to individuals and organizations and governmental units in Itasca County.
- Distribute business-size information cards on protections under the state human rights act and telephone numbers to access information and services.
- Send announcements about the work of the Grand Rapids Human Rights Commission to the publication, "Together," published by the League of Minnesota Human Rights Commissions.

Training

- Hold a joint training session on employment issues as they relate to the Minnesota Human Rights Act with the commissioners and staffs of area employers and employment agencies.
- Budget for and encourage commission members to attend a minimum of one training conference or program each year to develop expertise in the subject of human rights. Maintain in-house file of training opportunities for commissioners.

Partnership with Schools

- Host an annual essay contest in School District 318 schools to call attention to issues of human rights and diversity.
- Assist Itasca Community College in bringing the Global Studies Institute workshop to the community.

CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CONFERENCE ROOM 2B – 420 NORTH POKEGAMA AVENUE
WEDNESDAY, JANUARY 25, 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, January 25, 2012, at 4:00 p.m.

CALL OF ROLL: On a Call of Roll, the following members were present: Chair Wartchow; Commissioners: Dowell, Freeman, Hall, Learmont, Mundt and Sanderson. Absent: Commissioners Hain.

Staff Present: Lynn DeGrio, Human Resources Director
Shawn Gillen, City Administrator
Jim Denny, Chief of Police

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

2. **SETTING OF REGULAR AGENDA:**

MOTION BY COMMISSIONER HALL, SECOND BY COMMISSIONER DOWELL TO ADD ICC PROGRAM ON THE MARRIAGE AMENDMENT AND MINNESOTANS UNITED FOR ALL FAMILIES TO THE AGENDA. The following voted in favor thereof: Hall, Dowell, Wartchow, Freeman, Learmont, Mundt and Sanderson. Opposed: None, motion passed unanimously.

3. **APPROVAL OF MINUTES:** December 28, 2012 regular meeting

MOTION BY COMMISSIONER SANDERSON, SECOND BY COMMISSIONER MUNDT TO APPROVE THE MINUTES OF DECEMBER 28, 2012 AS PRESENTED. The following voted in favor thereof: Sanderson, Mundt, Wartchow, Dowell, Freeman, Hall and Learmont. Opposed: None, motion passed unanimously.

4. **CORRESPONDENCE: ICC Thank You Letter.**
The Human Rights Commission acknowledged the thank you letter.

5. **PUBLIC COMMENT:** Nothing to report.

6. **OLD BUSINESS:**

a. Hate/Bias Crime Response Plan Follow Up.
Discussion was postponed until the City Administrator could be present.

b. 2012 Goals.

Commissioner Sanderson distributed Human Rights Commission 2005-06 Goal Plan. Commissioners will review and begin discussion for 2012 goals at the next regularly scheduled meeting. Commissioner Sanderson also distributed the following materials: 1) Grand Rapids Human Rights Commission, An Illustrated View of Our Work and Responsibilities, Areas of Protection, Minnesota Human Rights Act and 2) 2009 Work and Expense Plan for the Grand Rapids Human Rights Commission.

a. Hate/Bias Crime Response Plan (continued).

Police Chief Denny opened discussion by thanking Chair and Commissioners for invitation. He stated there is currently a plan in place which will be periodically updated and his department is already involved with several agencies to assist victims. He stated objections to a new policy.

Commissioner Sanderson stated it is the Commission's intent to assist. Ninety percent of Human Rights Commissions have a Hate and Bias Response Plan in place.

City Administrator would like to continue exploring this. He suggested Commissioner Sanderson, Police Chief Denny, City Attorney Sterle and himself set up a meeting to continue discussion.

Commissioner Sanderson stated State of Minnesota Human Rights Commissioner Lindsey will be coming to Grand Rapids for panel discussion at ICC on Marriage Amendment and would be available to meet with City staff and City Council and possibly Blandin Foundation before or after the panel discussion on April 16 11:00 a.m. to 1:00 p.m. City Administrator Gillen suggested she contact City Clerk Gibeau and copy him to arrange a gathering.

Chief Denny invited Commissioners to attend the Citizen's Academy who have not already done so. Chief Denny thanked the Commission and City Administrator. Commissioners thanked Chief Denny and City Administrator Gillen for coming.

c. Accessibility Project Update.

Human Resources Director DeGrio presented mini draft of new brochure designed by KBS Design, Kim Brink-Smith. Kim stated this is a hot topic and HRC is a trend setter; she put in many hours doing research and hopes to have done by next regular meeting. Commissioners accepted layout with positive affirmation.

d. Vacancy.

Human Resources Director DeGrio stated there are currently three applications on file which she reviewed with Commission. City Clerk will contact and see if any are interested, in addition to advertising in newspaper. Chair Wartchow will advise an interested party to pick up form and submit to Administration.

e. ICC Program on Marriage Amendment.

Commissioner Sanderson stated members for the April 16 ICC panel discussion on

marriage amendment are being filled so far with a judge on legal aspects, American Indian perspective, pastoral perspective and Minnesota Human Rights Commissioner.

In addition, Minnesota Human Rights Commissioner would like to do workshop for employers on same day regarding new law on hiring individuals with felony conviction. Human Resources Director will get information out to County when Commissioner Sanderson sets date and time.

7. NEW BUSINESS:

a. Minnesotan's United for All Families.

Commissioner Mundt distributed draft of Resolution of the City of Grand Rapids Human Rights Commission to members present and asked if they would like to pass said resolution. Draft was prepared using Minnesota Human Rights Commission's resolution. Discussions as to use of resolution were newspaper, radio stations, ICTV, etc. After typographical corrections were pointed out and discussion among members, the following motion was made:

MOTION BY COMMISSIONER SANDERSON, SECOND BY COMMISSIONER HALL TO ADOPT AND APPROVE THE RESOLUTION OF THE CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION WITH MINOR CORRECTIONS.

During discussion question was raised if they could take a stand one way or another. Commissioners were reminded Commission cannot spend public money on campaign but Minnesota Human Rights Commission encouraged Commissions to take a stand. Each Commissioner gave their view before final vote was made.

The following voted in favor thereof: Sanderson, Hall, Wartchow, Dowell, Freeman and Mundt. Opposed: None. Abstained: Learmont, until further information could be obtained. Motion carried six to one.

Commissioners also discussed how to make this Resolution public. Suggestions included: put in Guest Commentary as is, put on website and get on ICTV.

Commissioner Mundt then asked Commissioners if they would be willing to fill out Minnesotans United for All Families, Resolution Against the Constitutional Amendment to Ban Marriage for Same-Sex Couples form to publicly oppose amendment and allow use of Commission's name in opposition to constitutional amendment. Mundt stated they would use name and logo on websites, display ads, etc. After discussion the following motion was made:

MOTION BY COMMISSIONER SANDERSON, SECOND BY COMMISSIONER HALL TO APPROVE AND APPOINT COMMISSIONER MUNDT TO FILL OUT AND RETURN THE MINNESOTA COALITION FORM. The following voted in favor thereof: Sanderson, Hall, Wartchow,

Dowell, Freeman and Mundt. Opposed: None. Abstained: Learmont until further information could be obtained. Motion carried six to one.

In addition Commissioner Mundt distributed information on what members could do individually.

8. REPORTS ON CALLS AND INQUIRIES: Nothing to report.

9. PENDING COMPLAINTS: Nothing to report.

10. OTHER:

a. Circles of Support hosting dinner and program on racism at St. Joseph's Church February 2, 2012 starting with 5:45 p.m. dinner.

b. February 3, 2012 10:00 to 11:00 a.m. Mixed Blood Theatre presentation at Davies Theater regarding Dr. King's Dream; information printout distributed.

c. Commissioner Dowell recommended Suehaila Amen, an American Muslim speaker/entertainer from Dearborn, Michigan for future event.

The next regularly scheduled meeting will be February 29, 2012 at 4:00 p.m. unless otherwise noted.

11. ADJOURN:

There being no further business the following motion was made to adjourn the meeting:

MOTION BY COMMISSIONER HALL, SECOND BY COMMISSIONER WARTCHOW TO ADJOURN THE MEETING AT 5:06 P.M. The following voted in favor thereof: Hall, Wartchow, Dowell, Freeman, Learmont, Mundt and Sanderson. Opposed: None; motion passed unanimously.

Respectfully submitted,

Dawn Schaefer, Recorder

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 focuses 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
An Illustrated View of Our Work and Responsibilities

Areas of Protection
Minnesota Human Rights Act

1. Employment

- **Distribute General Information Brochure on the Commission and the State Law to employers with cover letter about resources and contacts.**
- **Invite employers to human rights training session(s) with State Department personnel on employment issues.**
- **Design and distribute a poster for employee break rooms with information on state law and resources.**

2. Housing

- **Invite staff and commissioners from city and county Housing and Redevelopment Authorities, Kootasca, Itasca County Health and Human Services, Advocates for Family Peace and the Housing Issues Task Force to training sessions on state law.**
- **Distribute General Information Brochure on the Commission and the State Law to HRAs and other housing providers with cover letter about resources and contacts.**
- **Invite residents of HRA units to human rights training sessions.**
- **Design and distribute a poster for HRA units with information on state law and resources.**
- **Distribute brochure with Public Utilities monthly statements.**

3. Public Accommodations

- **Invite city and county department heads and managers to attend training meetings on state law.**
- **Provide copies of “Jurisdiction of the Minnesota Human Rights Act” to all city and county personnel.**

- **Distribute copies of General Information brochure on Human Rights Commission to all city and county employees.**

4. Public Service

(Same activities as for Public Accommodations)

- **Invite city and county department heads and managers to attend training meetings on state law.**
- **Provide copies of “Jurisdiction of the Minnesota Human Rights Act” to all city and county personnel.**
- **Distribute copies of General Information brochure on Human Rights Commission to all city and county employees.**

5. Education

- **Meet with school administration and administration from Itasca Community College to outline resources and develop partnerships in educational programming.**
- **Jointly sponsor one activity each year with school district and community college relating to celebration of diversity.**
- **Sponsor a student essay contest in the schools and make award at an annual public event.**
- **Distribute General Information Brochure on the Commission and the State Law to school and college staff members with cover letter about resources and contacts.**
- **Design and distribute a poster for schools with information on state law and resources.**
- **Invite staff and administration to all training sessions on the state law.**

6. Credit

- **Invite staff board members from all area lending agencies, credit unions and banking establishments to training sessions on state law.**
- **Distribute General Information Brochure on the Commission and the State Law to agencies and institutions with cover letter about resources and contacts.**
- **Distribute poster with information on state law and resources to credit providers.**

7. Business

- **Invite staff and members of the Chamber of Commerce, Jobs 2020, IDC, the city EDA and other business related groups to training sessions on state law.**
- **Distribute General Information Brochure on the Commission and the State Law to the Chamber with cover letter about resources and contacts and ask them to include information in mailings to all members.**
- **Request time at monthly meeting of Chamber to provide information on the state law.**
- **Design and distribute a poster for distribution to businesses on state law and resources.**

Human Rights Training Showcase

April 16, 2012 • 9:00 to 10:45 am

RSVP Your Participation Today! (Space is Limited)

Check-in registration starts at 8:45 am; Training session begins promptly at 9:00 am

9:00 – 9:05 am	Welcome and Introductions
9:05 – 10:15 am	<p>Criminal Records and Employment: Hiring Practices That Strengthen Your Workforce While Protecting Your Bottom Line</p> <p>With one in five Minnesotans carrying a criminal record, employers can no longer afford to ignore the legal and practical considerations of refusing to hire former offenders. Come and learn more about criminal history trends in Minnesota, how to read a criminal background report, and a basic overview of the laws that impact these hiring decisions.</p> <p><i>Emily Baxter- Director of Public Policy and Advocacy, Council on Crime and Justice</i></p>
10:15 – 10:45 am	<p>The Minnesota Human Rights Act and Employers in Minnesota: An Overview</p> <p>Employers in Minnesota are required to comply with federal, state, and local nondiscrimination and equal employment opportunity laws. This overview will provide participants with an overview of the Minnesota Human Rights Act, a summary of the types of charges filed with the department, case samples, and common employment issues that can lead to charges of discrimination.</p> <p><i>Mario Hernandez, Legislative and Community Affairs, MN Department of Human Rights</i></p>

About this Showcase

The Minnesota Department of Human Rights has as a vital part of its mission to sponsor education and training opportunities for employers, public service providers and other businesses on their responsibilities under the Minnesota Human Rights Act. This showcase is designed to educate and inform participants about human and civil rights information that may be necessary to convey to employees.

Cost

There is no cost to attend this training.

Location

Itasca Community College
Continued Learning Conferenc Center
1851 East Highway 169
Grand Rapids, MN 55744

RSVP

RSVP no later than April 12, 2012. Space is limited! Email your RSVP to mario.hernandez@state.mn.us or call 651.539.1093/TTY 651.296.1283. To make requests for accommodations, please do so as soon as possible.

Visit the Minnesota Department of Human Rights online at: www.humanrights.state.mn.us

Sponsored by:



Minnesota Department of
HUMAN RIGHTS

In partnership with:



City of Grand Rapids Human Rights Commission

Dear Andy,

My name is Bryan Gerber. I've been producing a show that I have been able to present for *free* to theaters, colleges, university, and community organizations throughout Minnesota.

It's called "515...The Tour!" And we would love to work with Grand Rapids as a host on our spring tour. Below you'll find all the information about the show and how we've been making a difference wherever we go and the incredible support we've gained along the way. "515...The Tour!" and our message is centered around one of the strongest issues facing Minnesotans this year. 2012 will be one of the biggest grassroots campaigns against the discriminatory anti-marriage amendment seen throughout the nation. And we're talking about it...**boldly**.

Please let me know if you're interested. I'll follow up with you again in a few days we can chat via the phone about your interest, and I can answer any questions you may have.

Two things to note: The show requires almost no tech. We will bring our own set (which you can view on our youtube link), and if you have a lighting person there to turn lights up at the beginning of the show, and lights out at the end, then we can perform in your space. I was wondering about your availability would be on April fourteenth or fifteenth? I'd be very interested in talking with you more to set something up for us to come to you that day and perform for your community. Let's chat about it on the phone again if you have a minute, or feel free to respond here via email.

Thank you so much for your time today! I look forward to working with you.

Sincerely,

Bryan Gerber

612 388 4778

bryan@project515.org

Dancer/Actor/Singer/Choreographer/Producer

Administrative Assistant - Minnesotans United for All Families

Yoga Instructor: Life Time Fitness; The Healthy Way of Life Company

Producer: Project 515 The Tour! - Spring Bookings Available

CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CONFERENCE ROOM 2B – 420 NORTH POKEGAMA AVENUE
WEDNESDAY, JANUARY 25, 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, January 25, 2012, at 4:00 p.m.

CALL OF ROLL: On a Call of Roll, the following members were present: Chair Wartchow; Commissioners: Dowell, Freeman, Hall, Learmont, Mundt and Sanderson. Absent: Commissioners Hain.

Staff Present: Lynn DeGrio, Human Resources Director
Shawn Gillen, City Administrator
Jim Denny, Chief of Police

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

2. **SETTING OF REGULAR AGENDA:**

MOTION BY COMMISSIONER HALL, SECOND BY COMMISSIONER DOWELL TO ADD ICC PROGRAM ON THE MARRIAGE AMENDMENT AND MINNESOTANS UNITED FOR ALL FAMILIES TO THE AGENDA. The following voted in favor thereof: Hall, Dowell, Wartchow, Freeman, Learmont, Mundt and Sanderson. Opposed: None, motion passed unanimously.

3. **APPROVAL OF MINUTES:** December 28, 2012 regular meeting

MOTION BY COMMISSIONER SANDERSON, SECOND BY COMMISSIONER MUNDT TO APPROVE THE MINUTES OF DECEMBER 28, 2012 AS PRESENTED. The following voted in favor thereof: Sanderson, Mundt, Wartchow, Dowell, Freeman, Hall and Learmont. Opposed: None, motion passed unanimously.

4. **CORRESPONDENCE: ICC Thank You Letter.**
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5. **PUBLIC COMMENT:** Nothing to report.

6. **OLD BUSINESS:**

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Discussion was postponed until the City Administrator could be present.

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City Administrator would like to continue exploring this. He suggested Commissioner Sanderson, Police Chief Denny, City Attorney Sterle and himself set up a meeting to continue discussion.

Commissioner Sanderson stated State of Minnesota Human Rights Commissioner Lindsey will be coming to Grand Rapids for panel discussion at ICC on Marriage Amendment and would be available to meet with City staff and City Council and possibly Blandin Foundation before or after the panel discussion on April 16 11:00 a.m. to 1:00 p.m. City Administrator Gillen suggested she contact City Clerk Gibeau and copy him to arrange a gathering.

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c. Accessibility Project Update.

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7. NEW BUSINESS:

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The following voted in favor thereof: Sanderson, Hall, Wartchow, Dowell, Freeman and Mundt. Opposed: None. Abstained: Learmont, until further information could be obtained. Motion carried six to one.

Commissioners also discussed how to make this Resolution public. Suggestions included: put in Guest Commentary as is, put on website and get on ICTV.

Commissioner Mundt then asked Commissioners if they would be willing to fill out Minnesotans United for All Families, Resolution Against the Constitutional Amendment to Ban Marriage for Same-Sex Couples form to publicly oppose amendment and allow use of Commission's name in opposition to constitutional amendment. Mundt stated they would use name and logo on websites, display ads, etc. After discussion the following motion was made:

MOTION BY COMMISSIONER SANDERSON, SECOND BY COMMISSIONER HALL TO APPROVE AND APPOINT COMMISSIONER MUNDT TO FILL OUT AND RETURN THE MINNESOTA COALITION FORM. The following voted in favor thereof: Sanderson, Hall, Wartchow,

Dowell, Freeman and Mundt. Opposed: None. Abstained: Learmont until further information could be obtained. Motion carried six to one.

In addition Commissioner Mundt distributed information on what members could do individually.

8. REPORTS ON CALLS AND INQUIRIES: Nothing to report.

9. PENDING COMPLAINTS: Nothing to report.

10. OTHER:

a. Circles of Support hosting dinner and program on racism at St. Joseph's Church February 2, 2012 starting with 5:45 p.m. dinner.

b. February 3, 2012 10:00 to 11:00 a.m. Mixed Blood Theatre presentation at Davies Theater regarding Dr. King's Dream; information printout distributed.

c. Commissioner Dowell recommended Suehaila Amen, an American Muslim speaker/entertainer from Dearborn, Michigan for future event.

The next regularly scheduled meeting will be February 29, 2012 at 4:00 p.m. unless otherwise noted.

11. ADJOURN:

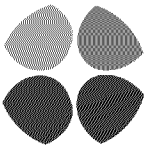
There being no further business the following motion was made to adjourn the meeting:

MOTION BY COMMISSIONER HALL, SECOND BY COMMISSIONER WARTCHOW TO ADJOURN THE MEETING AT 5:06 P.M. The following voted in favor thereof: Hall, Wartchow, Dowell, Freeman, Learmont, Mundt and Sanderson. Opposed: None; motion passed unanimously.

Respectfully submitted,



Dawn Schaefer, Recorder



**CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CITY HALL CONFERENCE ROOM 2B – 420 NORTH POKEGAMA AVE.
DATE: FEBRUARY 29, 2012
TIME: 4:00 P.M.**

ACTION

Est. Times

4:00 CALL TO ORDER:

CALL OF ROLL:

	Present	Absent
Commissioner Wartchow, Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Dowell	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Freeman, Vice Chair	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Hain	<input type="checkbox"/>	<input type="checkbox"/>
Commissioner Hall	<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"/>

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.

APPROVAL OF MINUTES: January 25, 2012 regular meeting

CORRESPONDENCE:

PUBLIC COMMENT:

OLD BUSINESS:

- Hate/Bias Crime Response Plan Follow Up
- 2012 Goals Discussion
- Accessibility Project Update – final brochure
- Marriage Amendment Workshop Update

NEW BUSINESS:

- Commissioner Lindsey's Visit

REPORTS ON CALLS AND INQUIRIES:

PENDING COMPLAINTS:

OTHER:

ADJOURNMENT: