



CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CITY HALL CONFERENCE ROOM 2B – 420 NORTH POKEGAMA AVE.
DATE: JANUARY 25, 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: December 28, 2011 regular meeting

CORRESPONDENCE: ICC Thank You Letter

PUBLIC COMMENT:

OLD BUSINESS:

- Hate/Bias Crime Response Plan Follow Up
- 2012 Goals
- Accessibility Project Update
- Vacancy

NEW BUSINESS:

REPORTS ON CALLS AND INQUIRIES:

PENDING COMPLAINTS:

OTHER:

ADJOURNMENT:

CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CONFERENCE ROOM 2B – 420 NORTH POKEGAMA AVENUE
WEDNESDAY, DECEMBER 28, 2011 – 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, December 28, 2011, at 4:00 p.m.

CALL OF ROLL: On a Call of Roll, the following members were present: Chair Wartchow; Commissioners: Dowell, Hain (arrived 4:03 p.m.), Learmont, Mundt and Sanderson. Absent: Commissioners Hall and Freeman.

Staff Present: Lynn DeGrio, Human Resources Director

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 MUNDT, SECOND BY COMMISSIONER SANDERSON TO ADD TO OLD BUSINESS: HATE/BIAS CRIME RESPONSE PLAN. The following voted in favor thereof: Mundt, Sanderson, Dowell, Learmont and Wartchow. Opposed: None, motion passed unanimously.

3. **APPROVAL OF MINUTES:** November 30, 2011 regular meeting

MOTION BY COMMISSIONER SANDERSON, SECOND BY COMMISSIONER DOWELL TO APPROVE THE MINUTES OF NOVEMBER 30, 2011 AS PRESENTED. The following voted in favor thereof: Sanderson, Dowell, Hain, Learmont, Mundt and Wartchow. Opposed: None, motion passed unanimously.

4. **CORRESPONDENCE:** Nothing to report.

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

6. **APPROVE PAYMENT OF BILLS:**

a. Expenditure for ADA Brochures.

Human Resources Director Lynn DeGrio informed the Commission of the details of the ADA brochures: design, printing and use. In addition, Chair Wartchow stated he spoke with Linda Gibeau, Blandin Foundation about another extension. Commissioners recommended a 60 day extension. After discussion, the following motion was made:

MOTION BY COMMISSIONER SANDERSON, SECOND BY COMMISSIONER MUNDT TO APPROVE THE AMOUNT NOT TO EXCEED \$1,931.89 TO KBS DESIGN FOR THE ACCESSIBILITY BROCHURES. The following voted in

**favor thereof: Sanderson, Mundt, Dowell, Hain, Learmont and Wartchow.
Opposed: None, motion passed unanimously.**

b. League of Minnesota Human Rights Commissions' annual dues.

**MOTION BY COMMISISONER HAIN, SECOND BY COMMISSIONER
LEARMONT TO APPROVE THE PAYMENT OF 2012 ANNUAL DUES IN THE
AMOUNT OF \$55.00 TO THE LEAGUE OF MINNESOTA HUMAN RIGHTS
COMMISSIONS. The following voted in favor thereof: Hain, Learmont, Dowell,
Mundt, Sanderson and Wartchow. Opposed: None, motion passed unanimously.**

7. OLD BUSINESS:

a. Hate/Bias Crime Response Plan.

Commissioner Sanderson stated she dropped off the Hate/Bias Crime Response Plan with a memo to Shawn Gillen, City Administrator and Jim Denny, Chief of Police. In the memo she asked them to review the plan, meet with the Human Rights Commission and reminded them when the Human Rights Commission meets. This will be put on the agenda for next month and Human Resources Director DeGrio will make sure they receive an invitation.

b. Update on Blandin Grant – Handicap Accessibility.

Chair Wartchow would like to take Linda Gibeau samples of what was sent out. He will ask for a 60 day extension to write the final letter. Human Resources Director DeGrio will email a copy of the finished brochure to Commissioners. Please see discussion on Expenditure of ADA Brochures for additional information.

8. NEW BUSINESS:

a. Fill Sue Lehto's vacant position.

Human Resources Director DeGrio informed Commissioners Sue Lehto's open position has not been filled; members were waiting to see if Ms. Lehto would return after the school year. Administration will advertise; the City Clerk will contact past applicants to see if any are interested. Commissioners will also encourage those who would be a good fit to apply. There are no age requirements and applicants do not have to live within city limits.

9. REPORTS ON CALLS AND INQUIRIES:

a. Commissioner Mundt received a phone call from a mother of a daughter having issues with a boy on facebook. She reported it to the District and they brought in the City of Grand Rapids Police and Itasca County Sheriff's office. The mother felt they would take care of it.

b. Human Resources Director DeGrio had contact with a mother whose son was having his hat taken away and individuals were spitting in his hat. She asked what she should do and was worried about retaliation. After being advised, days later the mother reported the issue went away without reporting. Commissioners were concerned for the son.

Commissioner Sanderson stated bullying itself is not against Human Rights unless directly aimed at discrimination.

10. PENDING COMPLAINTS: Nothing to report.

11. OTHER:

a. Follow up with State of Minnesota Human Rights office. Commissioner Sanderson stated they have stated in a press release they have received money back and are moving very quickly on issues. The State is also receiving complaints that they are not moving very quickly. In conclusion, money is tight, they have lost staff and various job responsibilities have changed.

b. April 16, 2012 – ICC still moving ahead with panel discussion on the Marriage Amendment.

c. Human Resources Director DeGrio is still trying to follow through with reimbursements from the December 3, 2010 event for two Commissioners. Reimbursement was to come from a Bremer Foundation Grant to the State.

d. Commissioner Learmont respectfully requested a committee be formed for 2012 goal planning. Commissioner Hain and Human Resources Director DeGrio agreed. Goals could then be presented to City Council and get feedback. Commissioner Sanderson volunteered to gather past annual action plans and bring them to a special planning meeting and facilitate the meeting in February, 2012.

e. Human Resources Director stated the 2012 City Calendar has the Human Rights Commission meetings scheduled the last Wednesday of the month. Commissioners approved of the date of meetings and felt they work well.

The next regularly scheduled meeting will be January 25, 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 DOWELL, SECOND BY COMMISSIONER LEARMONT TO ADJOURN THE MEETING AT 4:45 P.M. The following voted in favor thereof: Dowell, Learmont, Hain, Mundt, Sanderson and Wartchow. Opposed: None, motion passed unanimously.

Respectfully submitted,

Dawn Schaefer, Recorder

City of Grand Rapids **HATE and BIAS CRIME RESPONSE PLAN**

The Grand Rapids Human Rights Commission Belief Statement

Hate, violence, and prejudice are unacceptable in our community. We are a community open to persons of all races, colors, religions, genders, sexual orientations, ages, abilities, and national origins striving to understand and empower one another.

Purpose:

The purpose of this plan is to establish a local response showing strong community support for any victim of hate/bias crimes, and zero community tolerance for hate/bias crimes. It is not the role of the Grand Rapids Human Rights Commission (GRHRC) to investigate such crimes. The Commission's role is to provide or coordinate support to victims of such crimes and provide leadership in the community in the prevention of bias and hate crimes through education and collaborative community action against prejudice and bigotry.

The Commission seeks:

- A commitment from the Grand Rapids Police Department that the Commission will be notified as soon as possible after a confirmed hate/bias crime complaint. Contact is to be made through the Chief of Police to the Commission Chair or a Designee of the Chair;
- To raise awareness of hate/bias crime issues within the community;
- To coordinate with the local media in providing support for the victims of hate/bias crimes.

Hate/bias crime defined:

A hate crime, as defined by Minnesota Statute § 609.2231, Subd. 4, is a criminal act committed against a person, institution, or property of which the primary motivation is the victim's affiliation with a protected class. State law established the following protected classes: race, color, religion, gender, sexual orientation, age, disability, and national origin.

A recent change to the law allows for the perception of either the victim or the police officer regarding the bias motivation of the crime to cause it to be categorized as a hate crime. Convictions resulting from hate crimes carry enhanced penalties.

Hate crimes are different from discrimination complaints. Although discrimination is against the law, it is not a crime, but rather a civil matter.

Partnership:

In order to provide timely, meaningful support to victims of hate/bias crimes, the GRHRC must partner with the citizens and organizations in the community. The key partners include the GRHRC, the Grand Rapids Police Department and the Grand Rapids area media.

Immediate Response – law enforcement

Grand Rapids Police Department commitment to report hate/bias crimes to the GRHRC is necessary for this plan to be viable. The rights and wishes of the victim of a hate/bias crime must be given the utmost consideration at each step of this plan.

If an officer becomes aware of an incident that may be defined as a "hate/bias crime" as part of the investigation, the officer will:

1. Explain the definition of a hate/bias crime and the option of making a referral to the GRHRC to the victim. The role of the Commission is to support the victim and, if appropriate, develop a community response to the hate crime. The GRHRC will not conduct a criminal investigation of the incident.
2. If the victim would like the support of the GRHRC, the officer will assist the victim in completing the Grand Rapids Police Department Hate/Bias Crime Referral Report and immediately forward the report to the Chief of Police. The Chief of Police will contact the GRHRC Chair or the Chair's Designee.
3. If the victim does not feel the need for GRHRC support, the officer will give the victim the telephone number of the GRHRC staff liaison in the event support is needed at a future time.

Immediate response – referral other than through law enforcement

1. If the report of a hate/bias crime is made directly to a member of the GRHRC, the person receiving the report will encourage the victim to report the incident to the Grand Rapids Police Department or other appropriate law enforcement agency and will offer to go with the victim to report the incident to the Police Department.
2. The GRHRC member will obtain an address or telephone number from the victim for future contacts and explain the definition of a hate/bias crime.
3. After the initial meeting, the GRHRC member will consult with the GRHRC chairperson or designee and, if appropriate, a second meeting with the victim will be held to explain the option of developing a community response to the hate/bias crime. A community response plan will not be initiated unless the victim is supportive of the effort.

Human Rights Commission response to a hate/bias crime referral

1. The GRHRC chairperson or designee will organize the initial victim contact. A Commission member will be appointed from the membership to serve as the responder.
2. The responder will contact the victim by telephone and ask to visit the victim to discuss the incident and offer support and assistance. If the victim does not desire a visit, the responder will follow-up with a letter offering assistance at a later date if desired and include information on other services in the community that might be of benefit.
3. The responder will ask permission to report the information to the League of Minnesota Human Rights Commissions.
4. If contact by telephone is not an option, the responder will visit the victim for the initial victim contact.
5. The GRHRC chair will be the designated spokesperson to the media regarding the hate/bias crime response plan.

Personal visit and community response

1. With a team of two GRHRC members, visit the victim, either at his/her home or other location of the victim's choice. Identify the team as members of the GRHRC and explain the purpose for meeting. Explain the confidentiality of the conversation and ask if the victim wishes to be part of a community response plan to prevent the crime from happening again. Consider the victim's wishes as to confidentiality and level of publicity. Ask if they approve of their name being used. Ask if they are comfortable with the Commission contacting the media.

2. If the victim agrees to be part of a community response, the Commission member will contact the Mayor and Chief of Police and inform them of the incident and discuss and agree upon the appropriateness of a community response. At the earliest possible time a meeting of the GRHRC, the Mayor and the Chief of Police will be held to jointly develop a community response plan. The victim should be comfortable with the community response plan.

3. The community response plan may include a letter to the editor, contact with other media, a community meeting, a "quick response – not in our town" activity, or sending a letter or a representative to local churches and schools.

4. Whatever the response to the bias/hate crime, a follow-up contact should be made by the GRHRC responder with the victim within one week. Check on any recurrences, other problems, and offer continued support.

Follow-up to hate/bias crime

1. The GRHRC shall review the overall process; note the effectiveness of the response and suggestions for future responses. Invite the Mayor and Chief of Police to provide a review and suggestions.

2. The GRHRC will send letters of appreciation to supportive organizations and individuals.

3. The GRHRC shall provide the Mayor and Chief of Police with a summary report of all of its actions and activities in connection with the matter.



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December 27, 2011

Grand Rapids Human Rights Commission
Grand Rapids City Hall
420 Pokegama Ave. N.
Grand Rapids, MN 55744

Dear Human Rights Commission Members:

I am writing to formally thank you for your generous support of the Associate in Arts Program's shared-text project this fall on *The Immortal Life of Henrietta Lacks* at Itasca Community College.

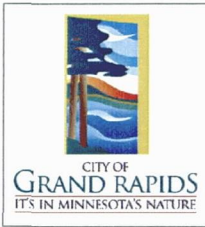
This shared-text project was, to judge from campus enthusiasm among both faculty and students, our most successful ever. What made *The Immortal Life of Henrietta Lacks* project so engaging for students was likely the wide array of topics that the book delved into, ranging from cell biology and research ethics to the African American experience under Jim Crow laws and one woman's terrible suffering and stupendous gift to science and medicine.

Your contribution of \$500 helped make possible a wonderful symposium featuring keynote speaker Michele Goodwin, a law professor and bioethicist from the University of Minnesota. Although this was not your primary reason for supporting our project, I venture to guess that Professor Goodwin is one of the few African American female scholars ever to speak in Grand Rapids. She very much enjoyed her time here and made quite an impression on students. Among other issues, the book raised students' consciousness about segregation and racism, inequities in access to healthcare, and the historical experience of African Americans in the United States.

I hope that we will be able to partner again in the future. If you have any questions about the project, please feel free to contact me at 218-322-2371 or by email at Teresa.Alto@itascacc.edu.

Sincerely,

Teresa Alto
Associate in Arts Program Coordinator and English Faculty member



2012

January							February							March						
Sun.	Mon.	Tue.	Wed.	Thur.	Fri.	Sat.	Sun.	Mon.	Tue.	Wed.	Thur.	Fri.	Sat.	Sun.	Mon.	Tue.	Wed.	Thur.	Fri.	Sat.
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	22	23	24	25	26	27	28	29	30	31										
	29	30	31																	

- Golf Course Board -7am (May-Sept) 12 noon (Oct-April)
- 📺 Library Board - 5pm
- ➡ Council Worksession 4:00pm
- 🏛️ City Council Mtg - 5pm
- 📄 Payroll
- 🏠 Holiday
- 📺 Cable TV Comm. - Noon
- 🏫 Central School Board -9:00 am
- 🏞️ Park & Rec Civic Center Board 5:30 PM
- 🗳️ Civil Service Comm. - 4 pm
- 🏠 Public Util. Comm. - 4pm
- 🏢 Economic Devl. Authority - 4 pm
- 🚒 Fire Dept. Bus. Mtg. - 7 pm
- 🏠 Housing/Redevelopment Authority 4 pm
- 🚒 [FRA] Fire Relief Assn.
- 🏛️ PC Planning Comm. - 4 pm
- 🗳️ Human Rights Comm. - 4:00 pm
- 🏠 Flex Benefits Deadline

The need for accessible features increases with age. In the United States, the percentage of people age 65 and over is currently about 13 % and is expected to reach 22 % by 2050.

According to the Itasca County Health and Human Service Department, there are currently more than 3,800 persons with physical disabilities living in Itasca County (about 7,900 when you count all disabilities).

Access-able buildings provide footpaths and ramps and elevators wide enough to take people using mobility aids such as strollers or walkers, or people in wheelchairs.

The Itasca County Health and Human Service Department reported that the county's population over 65 years of age is 18% and is expected to increase with an ageing consumer group (baby boomers).


Access-able buildings provide enough clear space to allow people to enter and get around easily with a wheelchair or other mobility device.

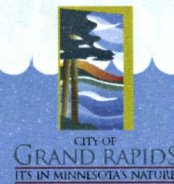
Every person has their part to play in the creation of an access-able community, regardless of how big or small the change. To find out how you can play your part or to learn more about accessible features, please call the City of Grand Rapids, Community Development Department at 218-326-7601.

BE ACCESS-ABLE.

The goal of this guide raise awareness for bulking an accessible community (doctor's offices, public spaces, parks, banks, businesses, shops, theatres and schools) for people with disabilities. Today, there are more than 54 million Americans with disabilities. Look around you, these are your neighbors, friends, classmates, family members and co-worker.

Being able to access our community is key to participation for people with disabilities, from features like accessible parking to curb-cuts on sidewalks to lever door handles, to rest rooms and accessible shopping isles and shelves. This may include a person in a wheelchair, someone using a walking aid, someone with a visual or hearing impairment, or even someone pushing a stroller.

 This project is funded by a grant from the Blandin Foundation and is produced by the City of Grand Rapids in partnership with the Grand Rapids Human Rights Commission. The goal of the Commission is to promote human rights and dignity, eliminate hate, prejudice and discrimination, and respect diversity.



420 NORTH POKEGAMA AVE., GRAND RAPIDS MN 55744
www.grandrapidsmn.org

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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.

- Distribute copies of brochures on the Minnesota Human Rights Act to all city department heads, to area nonprofit organizations, to health and human service providers, to major employers and the public.
- 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.
- Commission members will appear on KAXE and ICTV news programs with special human rights presentations or as part of related work such as the legal affairs program.
- Establish a scrapbook/permanent record to maintain a history of the progress of the Commission.
- Information about the Commission will be part of the City's web site.

Training

- Host a training session with the Minnesota Department of Human Rights Commissioner to present information on the state law and local support and procedures. Invited to the program will be human rights commission members from Grand Rapids, Hibbing and Virginia, elected officials from area cities and the county, staff members of city and county governments, representatives from business, education, nonprofit organizations, churches and members of the mass media.
- Sponsor a workshop on human rights for city and county staff, city council members, city commissions and boards, students, teachers, the business community and other organizations to acquaint people with the issue.
- Invite a human rights educator to the community to train interested educators about human rights subject areas in the classroom. Plan to

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.

- Distribute information to teachers about the Minnesota Human Rights Act. Assist school personnel by raising awareness and provide resources when possible.

Diversity Celebration

- Work with MacRostie Art Center and Reif Performing Arts Center to host exhibits/classes/programs in the visual and performing arts featuring human rights. Make similar requests to other performing groups such as the Itasca Orchestral Society.
- Host an annual international dinner: “Potluck in the Park” and encourage families from various cultures/nations/backgrounds to attend. Ask each family to bring a dish that represents their culture. Program will feature music, food and celebration on Central School grounds.
- Sponsor a presentation with Action Through Churches Together (ACT) to bring speaker to discuss diversity. Coordinate this event with a social program.
- Coordinate children’s story times at public library and broadcast on cable television so that human rights subjects are featured.

2006 Priorities

Communication

- Continue to maintain a human rights resource file at the Grand Rapids Area Library and a similar file at Grand Rapids City Hall.
- Update and distribute general information brochure and other print materials on the Grand Rapids Human Rights Commission, the MN Department of Human Rights and the League of MN Human Rights Commissions. Update the city’s web page.
- 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 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.

- Continue to collaborate and encourage Itasca Community College with programs such as Global Education Week, Diversity Week, Native American Pow Wow or others.
- Serve as liaison with diversity programs and organizations on the college campus.
- Continue to collaborate with the Empty Bowls Project to feature essays and artwork that explain the basic human rights of all children.
- Distribute human rights information to area school boards, administrations and staff members of schools about the Minnesota Human Rights Act.
- Work with staff development committees to encourage teachers to use human rights curriculum materials.

Diversity Celebration

- Develop an annual citywide “Grand Rapids Reads One Book” with city government, book clubs, schools, libraries and citizens to promote literacy and diversity. Model program after successful ones in already established in St. Paul and other communities. First year’s book suggestion: “Night Flying Woman: An Ojibwe Narrative” by Ignatia Broker (MN Historical Society)
- Participate in the annual Martin Luther King, Jr. observation in the schools/community and present an annual human rights award at this event. Collaborate with Rainbow annual picnic on a community event.
- Encourage music organizations to feature programs that celebrate diversity and promote human rights objectives.

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.**

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

Resolution of the
City of Grand Rapids Human Rights Commission

Be it Resolved That...

Whereas, states have an interest in promoting family units as a means towards achieving social stability, private economic interdependence, and healthier environments in which both children and adults may prosper, and

Whereas, the U. S. Census for 2010 indicated that families headed by or consisting of same-sex couples reside in every county in Minnesota, including Itasca County, and

Whereas, the United States Supreme Court and others have noted that the dimensions of “family” have expanded considerably in recent years, and

Whereas, an amendment to the Minnesota Constitution has been proposed that would ban the legal recognition of same-sex relationships within the state of Minnesota, and

Whereas, such an amendment would frustrate the State's goal of promoting families, by withholding from some families important legal rights and obligations, and

Whereas, constitutions historically have been designed to protect minorities from the arbitrary imposition of unjust barriers by the majority, and

Whereas, this legislation, if approved, would have a direct, negative impact on Minnesota's gay, lesbian, bisexual and transgender (GLBT) community in particular, by denying equal protection of the law and relegating families headed by or consisting of same-sex couples to a permanent second-class citizenship status, and

Whereas, the City of Grand Rapids Human Rights Commission recognizes that our society benefits in proportion to its efforts to ensure cultural diversity and maintain an environment in which all feel welcome and safe, and

Whereas such discriminatory legislation effectively devalues cultural diversity and promotes an environment in which discrimination against GLBT citizens is not only encouraged but mandated, resulting in a community that is neither welcome nor safe,

Therefore be it resolved that the City of Grand Rapids Human Rights Commission hereby states publicly its opposition to changing the Minnesota constitution in order to ban the legal recognition of same-sex relationships and unions, and

Be it furthermore resolved that this document will be presented to members of the press and community.



RESOLUTION AGAINST THE CONSTITUTIONAL AMENDMENT TO BAN MARRIAGE FOR SAME-SEX COUPLES

Date 1/25/12

mail or fax to the contact information below

Resolution - Organization

We oppose the amendment to the Minnesota Constitution banning marriage for same-sex couples. Minnesotans United for All Families may use my organization's name in opposition to the constitutional amendment.

Name of Organization: City of Grand Rapids Human Rights Commission

Signature of Authorized Representative: [Handwritten Signature]

Printed Name of Authorized Representative: Andy Mundt

Title of the Representative: Secretary - Treasurer

Address of Organization: 420 N. Pokegama Ave.

Grand Rapids, MN 55744

Email: AndyMundt.MN@gmail.com Phone: 218-326-7600 Fax: 218-326-7600

How many people are members of your organization? 8

This document serves as verification that the above organization has authorized the public use of its name and logo on the campaign website and in conjunction with campaign materials, voter pamphlet statements, display ads and/or letterhead to defeat the constitutional amendment banning marriage for same sex couples.

Please mail, email or fax a copy of this resolution to Minnesotans United for All Families. If you have any questions, or need any assistance, please contact Taina Maki at taina@mnunited.org.

1821 University Ave W, Ste. S-137, St. Paul MN 55104
651-330-6852 • Fax 651-344-0503 • www.mnunited.org

You are authorized to use our name but do NOT use our logo.

What you can do to support Minnesotans United for All Families and the effort against the same-sex marriage ban:

Pledge to vote NO!

In order for the campaign to best direct its resources, it's great to know those who already plan to vote No on the amendment.

Volunteer!

The campaign is always looking for people willing to help spread the word about the amendment and what is needed to defeat this discrimination. Let MN United know that you're willing to volunteer time to help!

Donate!

Those fighting against are against the resources of the Catholic church and other financial giants. The need for financial support is critical. No amount is too great or too small. Please donate an amount that is significant to you. Maybe it's \$5 .. maybe it's \$500.

Spread the word!

Talk to your friends, families and neighbors. Let people know that Minnesotans will be voting on this discrimination. Share with people why it is important to you to defeat this amendment. Share with people what marriage means to you, and why such measures should not be taken to prevent some Minnesotans from marrying.

This could be done by hosting a small gathering of people that you feeling comfortable sharing this message to. You can bring it up in casual conversations with people. Invite someone out for coffee. Don't be afraid to talk about this important issue with people.

Find Resources!

The first place you should turn to for information and resources is Minnesotans United for All Families. Contact info:

Minnesotans United for All Families
1821 University Ave West, Suite S-137
St. Paul, MN 55104
651-330-6852
info@mnunited.org
www.mnunited.org

Mixed Blood Theatre Presentation

Friday, February 3, 10am-11am, Davies Theater, Free Admission

Minneapolis' Mixed Blood Theatre's Dr. King's Dream celebrates the life and career of Dr. Martin Luther King in this acclaimed production drawn from his own letters, sermons, books and speeches, including the timeless "I Have A Dream". Dr. Martin Luther King, Jr. led American society through some of its most profound changes with passion, devotion, and courage. This powerful biography illuminates why he is recognized as one of the greatest leaders and orators in American History. And why he is honored with a national holiday each January.

Warren C. Bowles' commanding solo performance is stirring and poignant. Bowles has toured for Mixed Blood as Dr. King since 1981. Among the most memorable of his scores of credits at Mixed Blood's historic firehouse theater are Lucien in *The Boys Next Door*, the title role in *Cyrano de Bergerac*, and the professor in *Oleanna*. He directed the theatre's touring production of *Daughters of Africa* and wrote and directed *African America*.

Dr. King's Dream is one of four culturally-specific productions toured annually by Mixed Blood Theatre, a Minneapolis-based multicultural theatre company founded in 1976.

Additional activities commemorating Black History Month:
Poster Panel Display in Media Center Hallway

Library Multi-media display

Historical dates chronology in Viking Eatery

February 8, Malcomb X movie night, 8pm Davies Theater

Children's March documentary, Wed, Feb 22, 11am Davies Theater

Final

Resolution of the
City of Grand Rapids Human Rights Commission

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Whereas, such an amendment would frustrate the State's goal of promoting families, by withholding from some families important legal rights and obligations, and

Whereas, constitutions historically have been designed to protect minorities from the arbitrary imposition of unjust barriers by the majority, and

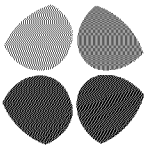
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Whereas such discriminatory legislation effectively devalues cultural diversity and promotes an environment in which discrimination against GLBT citizens is not only encouraged but mandated, resulting in a community that is neither welcome nor safe,

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Be it furthermore resolved that this document will be presented to members of the press and community.



**CITY OF GRAND RAPIDS HUMAN RIGHTS COMMISSION
CITY HALL CONFERENCE ROOM 2B – 420 NORTH POKEGAMA AVE.
DATE: JANUARY 25, 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: December 28, 2011 regular meeting

CORRESPONDENCE: ICC Thank You Letter

PUBLIC COMMENT:

OLD BUSINESS:

- Hate/Bias Crime Response Plan Follow Up
- 2012 Goals
- Accessibility Project Update
- Vacancy

NEW BUSINESS:

REPORTS ON CALLS AND INQUIRIES:

PENDING COMPLAINTS:

OTHER:

ADJOURNMENT: