



**HUMAN RIGHTS COMMISSION
MEETING AGENDA
October 16, 2019 - 5:00 PM
City Hall Council Chambers**

The Moorhead Human Rights Commission welcomes and encourages public input on issues listed on the agenda or of general community interest, time and Council permitting. Speakers are limited to 3-minute presentations. Citizens wishing to address the Human Rights Commission regarding a specific agenda item will be afforded an opportunity during the discussion of that item. Citizens wishing to speak on matters not listed on the agenda will be afforded the opportunity to do so under the heading "Citizens Addressing the Commission," usually scheduled at the beginning and end of the agenda. Each person requesting the opportunity to speak is asked to fill out a "*Request to Speak Form*."

- 1. **Call to order** _____
- 2. **Roll call** _____
- 3. **Approval of Agenda/Minutes** _____
- 4. **Citizens to be heard** _____
- 5. **Cultural Diversity Day Motion Update** _____
- 6. **Human Rights Awards Planning** _____
- 7. **2020 Annual Plan Development** _____
- 8. **Reports/Announcements/Upcoming Events** _____
- 9. **New business** _____

Upon request, accommodations for individuals with disabilities, language barriers, or other needs to allow participation in meetings will be provided. To arrange assistance, call the City Clerk's office at 218.299.5166 (voice) or 711 (TDD/TTY).

Visit our website at www.cityofmoorhead.com



**City of Moorhead
Human Rights Commission
Meeting Minutes
September 18, 2019 at 5:00 PM
City Hall Council Chambers**

Pursuant to due call and notice thereof, a regular meeting of the Human Rights Commission was held in the City Hall Council Chambers on September 18, 2019, at 5:00 PM.

1. Call to order The meeting was called to order at 5:00pm.

2. Roll call

Roll Call of the members was made as follows:

Board Member:	Nate Aalgaard	Present
Board Member:	Cani Adan	Present
3 rd Ward Council Member:	Deb White	Present
Board Member:	Shinwar Mayi	Absent
Board Member:	Makell Pauling Normandin	Present
Board Member:	Willard Yellow Bird	Present
Board Member:	Heather Keeler	Present

3. Approval of Agenda/Minutes

Agenda and minutes were approved with a motion made by Deb White, seconded by Willard Yellow Bird and passed by unanimous consent.

4. Citizens to be heard

Former Mayor and Human Rights Commissioner Del Rae Williams shared information about the 25th annual Pangea event. The event celebrates all cultures in the FM area. The Human Rights Commission was invited to participate in the event through hosting a hospitality room. The event is on Saturday, November 16. The Commission agreed to volunteer at the event and directed City Staff to send out a volunteer registration invite to the Commission and the City Council.

Commission discussed the possibility of moving Cultural Diversity Day from October 12 to the third Saturday in November in order to have it coincide with Pangea. Cultural Diversity Day was originally created to coincide with the Pangea event.

Deb White made a motion to recommend that City Council change Cultural Diversity Day to the 3rd Saturday of every November, seconded by MaKell Pauling-Normandin, and passed by unanimous consent.

5. Human Rights Awards Planning

Commission reviewed past year process. Discussed nomination process. Nate Aalgaard made a motion to require just one nomination form per nominee, seconded by Deb White, and passed by unanimous consent.

6. 2020 Annual Plan Development

Discussed 2019 annual plan. Discussed way to be effective in the community and how to foster relationships. Will discuss and update annual plan at October Human Rights Commission meeting. Commission asked City Staff to provide clarification on the Human Rights Commission's budget/spending authority at the October meeting.

7. Reports/Announcements/Upcoming Events

Information was shared on the following upcoming events:

- International Peace Day
- 2019 FM LGBT Film Festival
- FM Crossroad Pow Wow
- Indigenous Peoples' Day Events

8. New Business

No new business.

A motion to adjourn was made by Willard Yellow Bird, seconded by Deb White, and passed by unanimous consent. The meeting adjourned at 6:09pm.

Respectfully submitted by:
Joshua Huffman, HRC Staff Liaison

The proceedings of this meeting are digitally recorded and are available for public review.



MOORHEAD HUMAN RIGHTS COMMISSION SEEKING NOMINATIONS FOR 2019 HUMAN RIGHTS AWARDS

The Moorhead Human Rights Commission (MHRC) is seeking nominations for the Moorhead Human Rights Award. The awards honor individuals and/or organizations serving the Moorhead area for making outstanding contributions to protecting and promoting human rights in our community. The Commission has established the following categories to nominate individuals or organizations in the area of human rights:

- Workplace
- Education
- Civic/Community
- Non-profit
- Youth

Nominees should have an established integrity, creativity and commitment to principles and exhibit courage and perseverance in the area of human rights. Current members of the Moorhead Human Rights Commission are not eligible. Please use the following criteria as guidelines in recommending the nominee(s):

- Designed and initiated programs to promote education, housing, transportation and other opportunities, and protect human rights in our community.
- Personal risk taken.
- Promoted educational equality.
- Portrayal of human rights values and principles in personal life or professional practices.

Human Rights are the inherent rights that belong to each and every person. According to the Universal Declaration of Human Rights, some fundamental rights include the right to equality and freedom from discrimination, freedom of thought and religion, the right to education and work, and the right to participate in the cultural life of the community. Understanding and protecting each person’s human rights is essential to the establishment of justice, peace and happiness in the world.

The recognition event for award recipients will be December 9, 2019, in celebration of Universal Human Rights Day. If you know of anyone who should be considered for a human rights award, please tell us about them! We know there are many individuals in our community working to promote the rights of Moorhead citizens by example and deeds. This is an opportunity to bring attention to this good work. I have attached a nomination form for your use.

Please forward your recommendation to us by November 6, 2019, in order that the Commission may review the nominations and plan the event. Feel free to copy and distribute the nomination form to other persons you know who might also be aware of candidates.

Sincerely,

MaKell Pauling-Normandin, Chair
Moorhead Human Rights Commission

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HUMAN RIGHTS AWARD NOMINATION FORM

- | | | |
|--|--|---|
| <input type="checkbox"/> Workplace
*Best Practice work setting/business | <input type="checkbox"/> Education
*private/public-
Pre-school-12 & colleges | <input type="checkbox"/> Civic/Community
*police/fire/citizens/political |
| <input type="checkbox"/> Non-Profit
*group/individual/churches | <input type="checkbox"/> Youth
*individual under 18 | |

Current members of the Moorhead Human Rights Commission are not eligible to be nominated. Please use the following criteria as guidelines in recommending the nominee(s):

- **Designed and initiated programs to promote education, housing, transportation and other opportunities, and protect human rights in our community.**
- **Personal risk taken.**
- **Promoted educational equality.**
- **Portrayal of human rights values and principles in personal life or professional practices.**

Nomination forms from multiple individuals recommending the nominee are encouraged.

Nominee:
Phone:
Email:

Nominator:
Phone:
Email:

How do you know the nominee?

Tell us about how the nominee's work/volunteerism advances human rights in Moorhead?

Does this person/organization know they are being nominated?

Y N

Submitted by:

Name:
Signature:

Please return by November 6, 2019 to:

MOORHEAD HUMAN RIGHTS COMMISSION

City of Moorhead
500 Center Ave
Moorhead, MN 56560
(218) 299-5375

contactmhrc@ci.moorhead.mn.us

2019

ANNUAL WORK PLAN

MOORHEAD HUMAN RIGHTS COMMISSION

The purpose of the Commission is to secure for all persons, whether resident or visitor, equal opportunity in education, employment, housing, public accommodations, and public services and full participation for all Moorhead citizens in the affairs of this community.





MOORHEAD HUMAN RIGHTS COMMISSION

IN THE UNITED STATES, IT IS ILLEGAL TO DISCRIMINATE BASED ON:

- **RACE**
- **RELIGION**
- **CREED**
- **COLOR**
- **SEX**
- **AGE**
- **DISABILITY**
- **PREGNANCY**
- **FAMILIAL STATUS**
- **VETERAN STATUS**
- **NATIONAL ORIGIN**
- **CITIZENSHIP STATUS**
- **GENETIC INFORMATION**

**MINNESOTA LAW PROHIBITS DISCRIMINATION BASED ON THE FOLLOWING
ADDITIONAL CLASSIFICATIONS:**

- **MARITAL STATUS**
- **GENDER IDENTITY**
- **SEXUAL ORIENTATION**
- **RECEIVING PUBLIC ASSISTANCE**
- **MEMBER OF LOCAL COMMISSION**

AREAS OF FOCUS – 2019

The Moorhead Human Rights Commission (HRC) has identified three areas of focus for 2019:

- Education & Awareness
- Local Partnerships & Public Relations
- Leadership

PURPOSE

The identified areas of focus will help the HRC to fulfill its purpose, which is to secure equal opportunity in the following categories:

- Education
- Employment
- Housing
- Public Accommodations
- Public Services

EDUCATION & AWARENESS

Sharing knowledge and advocating for basic human rights is one of the most important functions of a human rights commission. There are several opportunities for Moorhead's HRC to fulfill this function. In 2019, emphasis will be on following topics:

- Fair Housing
 - Host 1-2 fair housing events
- Equality & Equity
 - Invite speakers to commission meetings who will teach and promote equality and equity
 - Represent the HRC at various events (i.e., FM Pride in the Park, Pangea, etc.).
- Inclusivity
 - Participate in Welcoming Week for area immigrants and refugees
- Bystander Intervention
 - Host a training or guest speaker at HRC meeting

LOCAL PARTNERSHIPS & PUBLIC RELATIONS

To further promote human rights education and awareness, the Moorhead HRC will develop local partnerships and recognize area efforts to protect human rights. The Moorhead HRC will be both an advocate and an ally for human rights. To do this in 2019, the HRC will do the following:

- Host an awards recognition event honoring local human rights efforts
- Collaborate with other organizations working to protect human rights
- Begin making connections with Moorhead schools to create a partnership

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- **Make itself visible to the community (i.e., supporting/attending events, volunteering)**
- **Strengthen communication & identify common goals with others in the community**

LEADERSHIP

The HRC will be responsive, creative, motivated, and thoughtful as a leader for human rights in Moorhead. It will provide direction and help to connect people and organizations to strengthen human rights efforts and results in the community. The Moorhead HRC will be supportive of people experiencing discrimination. It will engage with and educate the community about human rights issues, and instruct where to go when issues arise. In addition to activities previously mentioned, the HRC will bring proclamations forward to the Mayor & City Council for important recognitions (e.g., Fair Housing, Pride, International Human Rights Day).

2019 FOCUS AREAS & ACTIVITIES - DRAFT				
	Education & Awareness	Local Partnerships & Public Relations	Leadership	Regular Business
January				
February	<ul style="list-style-type: none"> Black History Month 			<ul style="list-style-type: none"> Elect Chair & Vice Chair Annual Report
March	<ul style="list-style-type: none"> International Women's History Month 			<ul style="list-style-type: none"> Cassie Wiste – Welcoming Week 2019
April	<ul style="list-style-type: none"> Fair Housing Seminar Event Fair Housing Month 	<ul style="list-style-type: none"> Partner w/High Plains Fair Housing Center to provide an educational seminar? 	<ul style="list-style-type: none"> Proclamation to Council to declare April as Moorhead's Fair Housing Month (2nd priority for proclamations) 	<ul style="list-style-type: none"> Leann Wallin – Fair Housing
May	<ul style="list-style-type: none"> Older Americans Month Asian American/Pacific Islander Month Jewish American Heritage Month State of MN – Native American Heritage Month 			<ul style="list-style-type: none"> Yoke-Sim Gunaratne – Cultural Diversity Resources
June	<ul style="list-style-type: none"> LGBTQ Pride Month 		<ul style="list-style-type: none"> Proclamation to Council to declare June 20 as Moorhead's Refugee Day (3rd priority for proclamations) 	<ul style="list-style-type: none"> CCHRA – Section 8 Housing
July	<ul style="list-style-type: none"> Disability Independence Day July 26 			<ul style="list-style-type: none"> Jerry Christianson, Freedom Resource Center
August	<ul style="list-style-type: none"> Information booth at FM Pride in the Park 	<ul style="list-style-type: none"> Partner with FM Pride Collective for booth 	<ul style="list-style-type: none"> Participate/walk in parade 	<ul style="list-style-type: none"> Consultation on CDBG 5 year plan
September	<ul style="list-style-type: none"> Hispanic Heritage Month begins Sept. 15 National Welcoming Week 	<ul style="list-style-type: none"> Participate in Welcoming Week Define criteria and details for Human Rights Recognition Award 		<ul style="list-style-type: none"> Guest Speaker from New American Development Center 2019 Annual Plan development
October		<ul style="list-style-type: none"> Solicit nominations for Human Rights Awards 		<ul style="list-style-type: none"> 2019 Annual Plan development
November	<ul style="list-style-type: none"> Native American Heritage Month 	<ul style="list-style-type: none"> Solicit nominations for Human Rights Award 		<ul style="list-style-type: none"> 2019 Annual Plan – Submit to CC by 11-15-19
December	<ul style="list-style-type: none"> International Human Rights Day Dec. 10 (Tuesday) 	<ul style="list-style-type: none"> Human Rights Awards Recognition Event 	<ul style="list-style-type: none"> Proclamation to Council to celebrate December 10 as Moorhead Human Rights Day (1st priority) 	

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TBD			for proclamations)	<ul style="list-style-type: none">• Commission training (City Attorney)
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