



**HUMAN RIGHTS COMMISSION
MEETING AGENDA
October 21, 2020 - 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. **Law Enforcement Update - Sgt. Martin** _____
6. **Horizon Middle School Inclusion Workshop - Guest Speaker - Dan Doohar** _____
7. **2021 Annual Plan** _____
8. **Human Rights Commission Disclosure - draft** _____
9. **Reports/Announcements/Upcoming events** _____
10. **New business** _____

Watch:

Website: cityofmoorhead.com

Moorhead's YouTube Channel: youtube.com/moorhead

MCAM:

Midco Channel 12

SparkLight (CableOne) Channel 58

Public Comment Line: 218.299.5001 (to speak on an agenda item or as a citizen to be heard)

Visit our website at www.cityofmoorhead.com



**City of Moorhead
Human Rights Commission
Meeting Minutes
September 16, 2020 – 5:00PM
Online format via Webex**

Pursuant to due call and notice thereof, a regular meeting of the Human Rights Commission was held in the City Hall Council Chambers and online via Webex on September 16, 2020, at 5:00 PM.

1. Call to order The meeting was called to order at 4:59pm.

2. Roll call

Roll Call of the members was made as follows:

Board Member:

Board Member: Cani Adan Present

3rd Ward Council Member: Deb White Present

Board Member: Shinwar Mayi Present

Board Member: MaKell Pauling Normandin Present

Board Member: Ilene Cohen-Pearson Present

Board Member: Heather Keeler Present

3. Approval of Agenda/Minutes

The agenda and minutes were approved with a motion made by Heather Keeler, seconded by Deb White, and passed by unanimous consent.

4. Citizens to be heard

None Present

5. Law Enforcement Update – Sgt. Martin

Sgt. Martin shared information about an upcoming virtual diversity job fair and an open parking enforcement position.

6. Guest Speaker - MSUM - Closing the Achievement Gap - Lindsey Guajardo

Shared information on MSUM admission requirements. Commissioners asked questions and discussed.

7. Drop-off Ballot Locations

Agenda Item 3.

Commissioners discussed the lack of options for drop-off ballot locations. Cani, Shinwar and Deb will reach out to the Acting City Manager and City Clerk to discuss the possibility of more options.

8. Horizon Middle School Inclusion Workshop - Commissioner Keeler

Move to the next meeting's agenda and invite Dan Dooher.

9. 2021 Annual Plan

Move to the next meeting's agenda.

10. Human Rights Award Planning

Commissioners decided to use the same letter and form as was used last year. They requested the documents be updated for 2020 and released via e-notification the first week of October and due the first week of November. They will then review the nominations received during the November meeting.

11. Reports/Announcements/Upcoming Events

Heather Keeler discussed Indigenous Peoples' Day events. MaKelle will join Heather in representing the HRC at an event on October 12.

Commissioners discussed the Juneteenth resolution passing at City Council by unanimous consent.

12. New Business

Deb White discussed having resources available for citizens that address the HRC and having a brief statement available to be read prior to citizens addressing the commission that would be a disclaimer of what the HRC can and cannot do for a citizen with a concern.

The meeting adjourned at 6:04pm.

Respectfully submitted by:
Joshua Huffman, HRC Staff Liaison

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



LSTA Grant:

Goal A: Library services and policies promote barrier-free access [Sub-goal A2 – identify barriers to access and develop innovative responses to improve access]

Middle School Workshop Empowering
Students to Advocate for Culturally
Competent Libraries



Why:

It is absolutely critical that the library reflect the diversity of the school and its broader community.

In this pilot project, we intend to develop an interactive program to develop students' skills in cultural competence, reading, and writing so that they can more effectively recognize elements and markers of cultural difference, diversity, equity, inclusion, and the uniqueness of individual voices in a community. In the longer term, we will empower the students as library users to be proactive in demanding that their school library, and by extension their community libraries, reflect the diversity and cultural differences that they now recognize. By teaching them to be effective consumers, by giving them these more sophisticated skills and awareness, they will become the driver for improving library services and collections.



Who:

For this pilot project we have selected eighth graders as our primary audience.

In terms of their developmental level, curiosity, and receptivity to new learning and ideas, they are a likely audience to benefit from participation in the program. We anticipate that they will build skills and aptitude in cultural competence, reading, and writing. In addition, we recognize that this development will contribute to the preparation for their move into high school the following year.

Other participants:

8- Teachers	Concordia Education students/staff
1 - 8th grade Media Specialist	Concordia World Languages students/staff
Maps Media Program Manager	Concordia Library Director and staff
Community Facilitator	Community Speaker



What:

During the 2020-2021 academic year, Moorhead Public Schools and Concordia College will organize and host a pilot learning project for approximately 50 eighth grade students in the Moorhead Area Public Schools. Participating students will be nominated by their teachers or media specialist. This collaborative event will bring together media specialists, librarians, teachers, college students from MAPS and Concordia College to implement a collaborative learning experience in cultural competency, diversity, equity, and inclusion that focuses on building skills in reading comprehension, text analysis, and writing. After the students are given training in diversity and cultural competence, they will work with teachers and peer mentors (Concordia students), in small groups and independently, to explore issues in cultural competence in a curated collection of books selected for this project. Each student will receive a book of their own and will be asked to read and study that book. At the end of the pilot, students will choose a project to convey their learning about cultural competency in reading and writing.



When & How

This pilot project will have 6 major activities remaining for the project. All of these meetings, training with students, and events will be hosted **via Google Meet**.

- Training Session for Peer Mentors - Nov 2020
- Meet-and-Greet for 8th grade students and their peer mentors - Dec 2020
- Day-long Workshop - Jan 2020
- Student projects - Jan/Feb 2020
- Student Presentation Event - Feb/Mar 2020
- National Book Awards at Concordia - Mar 11-12 2020

2020

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 – 2020

The Moorhead Human Rights Commission (HRC) has identified three areas of focus for 2020:

- 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 2020, 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, Indigenous Peoples' Day, etc.).
- Inclusivity
 - Participate in Welcoming Week for area immigrants and refugees
- Cultural Competency
 - Host a training or guest speaker at HRC meeting

LOCAL PARTNERSHIPS & COMMUNITY OUTREACH

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 2020, 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

- **Make itself visible to the community (i.e., supporting/attending events, volunteering)**
- **Strengthen communication & identify common goals with others in the community**
- **Create a resource directory for listing on the Human Rights Commission webpage**
 - **To be updated regularly and include information from guest speakers**
- **Create email distribution list – provide sign-up sheets at HRC events**
- **Begin making connections with law enforcement to enhance community/police relations**

LEADERSHIP

- **Responsive, creative, motivated, and thoughtful**
- **Provide direction**
- **Connect people and organizations – strengthening human rights efforts and results**
- **Supportive of people experiencing discrimination**
- **Engage and educate the community on human rights issues**
- **Bring proclamations forward to the Mayor and City Council**
- **Inclusive Outreach**

Agenda Item 7.

2020 FOCUS AREAS & ACTIVITIES - DRAFT				
	Education & Awareness	Local Partnerships & Public Relations	Leadership	Regular Business
January	<ul style="list-style-type: none"> Human Trafficking Awareness month 			<ul style="list-style-type: none"> Human Rights Award winner – guest speaker
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 2020
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 	<ul style="list-style-type: none"> Fair Housing Speaker
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 National Day of Awareness for Missing and Murdered Indigenous Women – May 5 		<ul style="list-style-type: none"> Law enforcement training 	<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"> Immigration Status Information – Martha Castanon
July	<ul style="list-style-type: none"> Disability Independence Day July 26 			<ul style="list-style-type: none"> 2021 Annual Plan Development
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 – Pangea 2021 Annual Plan development
October	<ul style="list-style-type: none"> Indigenous Peoples’ Day - Oct. 12 	<ul style="list-style-type: none"> Solicit nominations for Human Rights Awards 		<ul style="list-style-type: none"> 2021 Annual Plan development
November	<ul style="list-style-type: none"> Native American Heritage Month Cultural Diversity Day 	<ul style="list-style-type: none"> Solicit nominations for Human Rights Award 		<ul style="list-style-type: none"> Guest Speaker – Moorhead School Indian Education

				<ul style="list-style-type: none"> • Guest Speaker – MSUM American Indian Student Association
December	<ul style="list-style-type: none"> • International Human Rights Day Dec. 10 	<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 for proclamations) 	<ul style="list-style-type: none"> • Human Rights Award winner – guest speaker
TBD				<ul style="list-style-type: none"> • Commission training (City Attorney)

DRAFT

Agenda Item 8.

HRC - Disclosure

All business of the Commission will be conducted in an orderly and lawful manner. Persons having human rights complaints are welcome to share their concerns at Commission meetings but must refrain from naming individuals. Human Rights complaints against named individuals will not be heard at Commission meetings. The Commission is happy to assist with public education about human rights, fairness, and equality; however, specific claims of discrimination will be referred to the Minnesota Department of Human Rights where the appropriate legal authority exists.