



**HUMAN RIGHTS COMMISSION  
MEETING AGENDA  
February 20, 2019 - 6:00 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. **Annual Nominations & Election of Officers** \_\_\_\_\_
- 6. **Consider/Approve 2018 Annual Report** \_\_\_\_\_
- 7. **Consider/Finalize Annual Plan** \_\_\_\_\_
- 8. **New business** \_\_\_\_\_
  - A. **Affirmatively Furthering Fair Housing** \_\_\_\_\_
    - i. **Discuss/Approve HRC Statement - Reports of discrimination** \_\_\_\_\_
- 9. **Member Reports/Announcements** \_\_\_\_\_
- 10. **Upcoming events** \_\_\_\_\_

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](http://www.cityofmoorhead.com)





**City of Moorhead  
Human Rights Commission  
Meeting Minutes  
January 16, 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 January 16, 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	Absent
1 <sup>st</sup> Ward Council Member:	Sara Watson Curry	Present
Board Member:	Shinwar Mayi	Absent
Board Member:	Makell Pauling Normandin	Present
Board Member:	Willard Yellow Bird	Present

**3. Approval of Agenda/Minutes**

December 19, 2018 – minutes listed Willard Yellow Bird as absent, correction will be made reflecting he was present for the meeting; minutes were approved (with correction) on a motion made by Nate Aalgaard, seconded by Sara Watson Curry and passed by unanimous consent.

Agenda was approved on motion made by Sara Watson Curry, seconded by Willard Yellow Bird and passed by unanimous consent.

**4. Citizens Addressing the Commission**

No citizens were present.

**5. Annual Work Plan Development**

**A. 2019 Draft Annual Work Plan**

Commissioners discussed past and future work plans. Motion to adopt 2018 work plan as the basis for the 2019 work plan was made by Nate Aalgaard, seconded by Willard Yellow Bird and passed by unanimous consent.

**Agenda Item 3.**

**6. Chair & Vice Chair Discussion – Appointments to be made at February Meeting**

Commissioners discussed.

**7. Reports**

Willard discussed the Eagle and Condor Prophecy presentation that he participated in recently.

Sara Watson Curry shared that she will be leaving the Human Rights Commission and has been appointed to the Art & Culture Commission.

Willard Yellow Bird thanked Sara Watson Curry for her service.

**8. Upcoming Events**

1-23-19 is Ed Robert's Day, he was the founder of Freedom Resource Center

The Women's March is on 1-19-19 at the Civic Center in Fargo

Discussion on Martin Luther King Jr. Day activities in the community

**9. Adjourn**

Willard Yellow Bird made a motion; it was seconded by Nate Aalgaard and passed by unanimous consent. The meeting adjourned at 5:40 pm.

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 Annual Report 2018

**Educational & Other Community Activities:** In 2018, the Moorhead HRC focused on Education & Awareness, Local Partnerships & Public Relationships, and Leadership. Listed below are the educational and community activities that occurred in 2018.

- The Commission partnered with SOFTL to provide and record a Fair Housing Training on 4-18-18.
- The Commission participated in the League of Minnesota Human Rights Commission’s Essay Contest by soliciting submissions and selected one to be forwarded on to the LMHRC for judging on June 20, 2018.
- The Commission hosted an HRC booth at the FM Pride in the Park event on 8-11-18.
- The Commission participated in Welcoming Week events held September 14-23, 2018
- The Commission solicited nominations for Human Rights Awards. They awarded the 2018 Human Rights Awards to Ezzat Alhaidar and Farhia Ali. Willard Yellow Bird presented the awards to the recipients at the City Council meeting on December 10, 2018, which was also International Human Rights Day.
- Guest Speakers:
  - 1-17-18 Kara Gloe and Cassie Wisten from the Welcoming Week Committee shared information on Welcoming Week.
  - 2-21-18 Mayor Del Rae Williams and Rick Henderson participated in a discussion on the history and future of the Moorhead Human Rights Commission; both were formerly chairpersons of the HRC.
  - 5-16-18 Michael Sargent from the Welcoming Week Committee shared information on Welcoming Week.
  - 7-18-18 Tia Braseth and Kim Citrowske, from the City of Moorhead, discussed the impact of the upcoming census on Moorhead and Minnesota.
  - 10-17-18 Martha Castanon from the Immigrant Law Center shared information on her work with immigrants in the community.
  - 12-19-18 Dawn Duncan from Concordia shared information on the Narrative 4 program.

## Agenda Item 6.

### Membership Changes

- Commissioners Resigned – Hukun Abdullahi, Erica Yoney
- Commissioner Appointed – Cani Adan

### Commission Meetings Dates:

1. January 17, 2018
2. February 21, 2018
3. March 21, 2018
4. April 2018 – No meeting in lieu of fair housing training.
5. May 16, 2018
6. June 20, 2018
7. July 18, 2018
8. September 19, 2018
9. October 17, 2018
10. November 21, 2018
11. December 19, 2018

Minutes/videos of the meeting can be viewed at:

<http://cityofmoorhead.com/government/boards-commissions/human-rights-commission>

**Activities of Commission Committees:** There were no subcommittees in 2018.

Prepared by: Joshua Huffman, HRC Staff Liaison

**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

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

**Agenda Item 7.**

**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).

DRAFT

2019 FOCUS AREAS & ACTIVITIES - DRAFT				
	Education & Awareness	Local Partnerships & Public Relations	Leadership	Regular Business
January				
February	<ul style="list-style-type: none"> <li>Black History Month</li> </ul>			<ul style="list-style-type: none"> <li>Elect Chair &amp; Vice Chair</li> <li>Annual Report</li> </ul>
March	<ul style="list-style-type: none"> <li>International Women's History Month</li> </ul>			<ul style="list-style-type: none"> <li>Guest Speaker?</li> </ul>
April	<ul style="list-style-type: none"> <li>Fair Housing Seminar Event</li> <li>Fair Housing Month</li> </ul>	<ul style="list-style-type: none"> <li>Partner w/High Plains Fair Housing Center to provide an educational seminar?</li> </ul>	<ul style="list-style-type: none"> <li>Proclamation to Council to declare April as Moorhead's Fair Housing Month (2<sup>nd</sup> priority for proclamations)</li> </ul>	<ul style="list-style-type: none"> <li>Guest Speaker?</li> </ul>
May	<ul style="list-style-type: none"> <li>Older Americans Month</li> <li>Asian American/Pacific Islander Month</li> <li>Jewish American Heritage Month</li> </ul>			<ul style="list-style-type: none"> <li>Guest Speaker?</li> </ul>
June	<ul style="list-style-type: none"> <li>LGBTQ Pride Month</li> </ul>		<ul style="list-style-type: none"> <li>Proclamation to Council to declare June 20 as Moorhead's Refugee Day (3<sup>rd</sup> priority for proclamations)</li> </ul>	<ul style="list-style-type: none"> <li>Guest Speaker?</li> </ul>
July	<ul style="list-style-type: none"> <li>Disability Independence Day July 26</li> </ul>			<ul style="list-style-type: none"> <li>Guest Speaker?</li> </ul>
August	<ul style="list-style-type: none"> <li>Information booth at FM Pride in the Park</li> </ul>	<ul style="list-style-type: none"> <li>Partner with FM Pride Collective for booth</li> </ul>		<ul style="list-style-type: none"> <li>Consultation on CDBG 5 year plan</li> </ul>
September	<ul style="list-style-type: none"> <li>Hispanic Heritage Month begins Sept. 15</li> <li>National Welcoming Week</li> </ul>	<ul style="list-style-type: none"> <li>Participate in Welcoming Week</li> <li>Define criteria and details for Human Rights Recognition Award</li> </ul>		<ul style="list-style-type: none"> <li>Guest Speaker?</li> </ul>
October		<ul style="list-style-type: none"> <li>Solicit nominations for Human Rights Awards</li> </ul>		<ul style="list-style-type: none"> <li>2019 Annual Plan development</li> </ul>
November	<ul style="list-style-type: none"> <li>Native American Heritage Month</li> </ul>	<ul style="list-style-type: none"> <li>Solicit nominations for Human Rights Award</li> </ul>		<ul style="list-style-type: none"> <li>2019 Annual Plan development</li> </ul>
December	<ul style="list-style-type: none"> <li>International Human Rights Day Dec. 10 (Tuesday)</li> </ul>	<ul style="list-style-type: none"> <li>Human Rights Awards Recognition Event</li> </ul>	<ul style="list-style-type: none"> <li>Proclamation to Council to celebrate December 10 as Moorhead Human Rights Day (1<sup>st</sup> priority for proclamations)</li> </ul>	<ul style="list-style-type: none"> <li>2019 Present Annual Draft Plan to Council</li> </ul>
TBD				<ul style="list-style-type: none"> <li>Commission training (City Attorney)</li> </ul>

**RESOLUTION 2017-0925-6**

**Resolution Supporting an Inclusive Community**

WHEREAS, the City and residents of Moorhead establish that the City is an inclusive community; and welcomes the contributions of all sectors; and celebrates our diversity; and

WHEREAS, the global community has enacted numerous international human rights instruments, including the International Convention on the Elimination of All Forms of Racial Discrimination, and made important advances in the struggle against racism, racial discrimination, xenophobia and related intolerance; and

WHEREAS, racism and racial discrimination threaten human development because of the obstacles which they pose to the fulfillment to basic human rights to survival, security, development, and social participation; and

WHEREAS, the City and residents of Moorhead combat hate and its representatives; and while promoting equality, inclusiveness and equitable environments; and

WHEREAS, organizations or individuals or doctrines promoting differentiation or superiority based on race, religion, gender identification, age, ability, or country of origin are scientifically false, morally condemnable, hateful, socially unjust and dangerous; and are merely expressions to create alarm at the manifestations of discrimination; and

WHEREAS, municipal jurisdictions are often laboratories for determining public approaches to the challenges that face residents and businesses; and


WHEREAS, the ability of the citizens of Moorhead to establish and maintain a welcoming and inclusive community; and to foster respect for all persons, regardless of race, religion, gender identification, sexual orientation, age, ability, country of origin; and

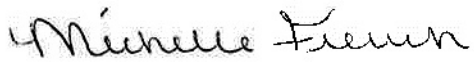
NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF MOORHEAD, that this Council of democratically elected representatives represent and support all members of the community; and condemn acts of hate, violence or discrimination.

PASSED: September 25, 2017 by the City Council of the City of Moorhead.

APPROVED BY:

ATTEST:

  
\_\_\_\_\_  
DEL RAE WILLIAMS, Mayor

  
\_\_\_\_\_  
MICHELLE FRENCH, City Clerk



## Human Right Commission Memo

Date: 2-13-19

To: Human Rights Commission

Prepared by: Joshua Huffman

**SUBJECT:** Discuss fair housing and strategies the commission can utilize to promote fair housing to reduce discrimination in housing.

**BACKGROUND/KEY POINTS:** On January 16, 2019, a local media story highlighted a woman's reported experience of facing racial discrimination when inquiring about an available rental property. The news story can be read/watched at <https://www.inforum.com/news/government-and-politics/953137-WATCH-Fargo-woman-says-she-faced-racial-discrimination-from-a-landlord>. A list of referral agencies and resources were compiled and provided to the woman that reported discrimination.

During the January 28, 2019 City Council Meeting, City Council Member and Human Rights Commissioner Deb White asked that the City Manager to direct staff to include an agenda item on the upcoming Human Rights Commission meeting to address discrimination in housing as well as consider a public statement from the Commission.

### **HUMAN RIGHTS COMMISSION DRAFT STATEMENT/PRESS RELEASE:**

A January 16, 2019 news report featured a woman who was seeking an apartment in Moorhead, and a prospective landlord inquired about her race/national origin during the tenant screening process.

Fair housing investigation and enforcement lies within the jurisdiction of the State of Minnesota or the federal government, therefore it would not be appropriate for the City of Moorhead Human Rights Commission to comment on the specifics of this matter except to say that discrimination of persons based on race, color, creed, religion, national origin, sex, marital status, disability, public assistance, sexual orientation or familial status is illegal and unwelcome in our community.

In 2017, the Moorhead City Council approved the Resolution Supporting an Inclusive Community to further support all members of the community and condemn act of discrimination.

Housing discrimination matters may be reported to:

Minnesota Department of Human Rights

[www.mn.gov/mdhr](http://www.mn.gov/mdhr)

U S Department of Housing and Urban Development

[www.hud.gov/program\\_offices/fair\\_housing\\_equal\\_opp/online-complaint](http://www.hud.gov/program_offices/fair_housing_equal_opp/online-complaint)

Legal Services of Northwest Minnesota (income eligibility applies)

[www.lsnmlaw.org](http://www.lsnmlaw.org)

**ACTION NEEDED:** Edit/approval of statement release by HRC.