



**HUMAN RIGHTS COMMISSION  
MEETING AGENDA  
December 18, 2019 - 5:00 PM  
City Hall Council Chambers**

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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*."

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- 1. **Call to order** \_\_\_\_\_
- 2. **Roll call** \_\_\_\_\_
- 3. **Approval of Agenda/Minutes** \_\_\_\_\_
- 4. **Citizens to be heard** \_\_\_\_\_
- 5. **Guest Speaker - Hope Inc. Adair & Bill Grommesh** \_\_\_\_\_
- 6. **2020 Annual Plan Development** \_\_\_\_\_
- 7. **Reports/Announcements/Upcoming Events** \_\_\_\_\_
- 8. **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](http://www.cityofmoorhead.com)





**City of Moorhead  
Human Rights Commission  
Meeting Minutes  
November 20, 2019 – 5:00PM  
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 November 20, 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	Absent
Board Member:	Cani Adan	Present
3 <sup>rd</sup> Ward Council Member:	Deb White	Present
Board Member:	Shinwar Mayi	Absent
Board Member:	Makell Pauling Normandin	Present
Board Member:	Willard Yellow Bird	Absent
Board Member:	Heather Keeler	Present

**3. Approval of Agenda/Minutes**

Agenda (w/new item added under New Business) and minutes were approved with a motion made by Deb White, seconded by Heather Keeler and passed by unanimous consent.

**4. Citizens to be heard**

None Present

**5. Human Rights Awards Selection**

Commissioners discussed the nomination forms received. Deb White made a motion to give the 2019 Human Rights Awards to Haroon Hayder under the Civic category, Lisa Arnold under the Education category and HOPE Inc. under the non-profit category. The motion was seconded by Heather Keeler and passed by unanimous consent. The awards will be presented to the recipients at the December 9, City Council meeting and MaKell, Cani, Deb and Heather will be present.

**6. 2020 Annual Plan Development**

Discussed some minor changes to the plan.

**7. Reports/Announcements/Upcoming Events**

Deb White shared that Pangea was a successful event; they had a record number of people in attendance.

Commissioner discussed inviting the Moorhead Police Liaison to the commission to attend future meetings on a regular basis in order to help build that partnership with the community.

Upcoming Transgender Day of Remembrance  
Upcoming event entitled Palestinians: Unwanted People  
Event for Peace in Iraq – Chira Global

Chira Global sent an email request for the HRC to consider sending a speaker for their event. The commissioners discussed the event. Cani Adan had planned on attending and will give a brief presentation on his own behalf at the event.

**8. New Business**

**A. Chira Global Request** – Discussed under agenda item number 7.

A motion to adjourn was made by Deb White, seconded by Cani Adan, and passed by unanimous consent. The meeting adjourned at 5:48pm.

Respectfully submitted by:  
Joshua Huffman, HRC Staff Liaison

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

**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

## **Agenda Item 6.**

- **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**



<b>2020 FOCUS AREAS &amp; ACTIVITIES - DRAFT</b>				
	<b>Education &amp; Awareness</b>	<b>Local Partnerships &amp; Public Relations</b>	<b>Leadership</b>	<b>Regular Business</b>
<b>January</b>	<ul style="list-style-type: none"> <li>Human Trafficking Awareness month</li> </ul>			<ul style="list-style-type: none"> <li>Human Rights Award winner – guest speaker</li> </ul>
<b>February</b>	<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>
<b>March</b>	<ul style="list-style-type: none"> <li>International Women’s History Month</li> </ul>			<ul style="list-style-type: none"> <li>Cassie Wiste – Welcoming Week 2020</li> </ul>
<b>April</b>	<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</li> </ul>	<ul style="list-style-type: none"> <li>Fair Housing Speaker</li> </ul>
<b>May</b>	<ul style="list-style-type: none"> <li>Older Americans Month</li> <li>Asian American/Pacific Islander Month</li> <li>Jewish American Heritage Month</li> <li>State of MN – Native American Heritage Month</li> <li>National Day of Awareness for Missing and Murdered Indigenous Women – May 5</li> </ul>		<ul style="list-style-type: none"> <li>Law enforcement training</li> </ul>	<ul style="list-style-type: none"> <li>Yoke-Sim Gunaratne – Cultural Diversity Resources</li> </ul>
<b>June</b>	<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>Immigration Status Information – Martha Castanon</li> </ul>
<b>July</b>	<ul style="list-style-type: none"> <li>Disability Independence Day July 26</li> </ul>			<ul style="list-style-type: none"> <li>2021 Annual Plan Development</li> </ul>
<b>August</b>	<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>Participate/walk in parade</li> </ul>	<ul style="list-style-type: none"> <li>Consultation on CDBG 5 year plan</li> </ul>
<b>September</b>	<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 – Pangea</li> <li>2021 Annual Plan development</li> </ul>
<b>October</b>	<ul style="list-style-type: none"> <li>Indigenous Peoples’ Day - Oct. 12</li> </ul>	<ul style="list-style-type: none"> <li>Solicit nominations for Human Rights Awards</li> </ul>		<ul style="list-style-type: none"> <li>2021 Annual Plan development</li> </ul>
<b>November</b>	<ul style="list-style-type: none"> <li>Native American Heritage Month</li> <li>Cultural Diversity Day</li> </ul>	<ul style="list-style-type: none"> <li>Solicit nominations for Human Rights Award</li> </ul>		<ul style="list-style-type: none"> <li>Guest Speaker – Moorhead School Indian Education</li> </ul>

**Agenda Item 6.**

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

DRAFT