



HUMAN RIGHTS COMMISSION AGENDA
December 20, 2017 - 5:00 PM
City Hall Council Chambers

Call to order

Roll call

Approval of Agenda/Minutes

Citizens to be heard

Minnesota Department of Human Rights Symposium - Brief Overview

Annual Planning Discussion Session 2

New business

Upcoming events



**City of Moorhead
Human Rights Commission
Meeting Minutes
November 15, 2017 at 5:00 PM
City Hall Council Chambers**

Roll call of the members was made as follows:

Board Member:	Nate Aalgaard	Present
Board Member:	Hukun Abdullahi	Present
Board Member:	Shinwar Mayi	Present
Board Member:	Makell Pauling Normandin	Present
1st Ward Council Member:	Sara Watson Curry	Present
Board Member:	Willard Yellowbird	Present
Board Member:	Ericka Yoney	Present

Call to order

Roll call

Approval of Agenda/Minutes

Motion made to Approve made by Ericka Yoney and seconded by Hukun Abdullahi
Motion to Approve Approval of Agenda/Minutes

Citizens to be heard

Minutes: Faye Seidler - Transgender Liaison (see handout provided)

New business

1. Discussion - Annual Work Plan, Activities, & Schedule

Minutes: First planning session for 2018 HRC Action Plan.

2. Discussion - Chair & Vice Chair

Minutes: Chair/Vice Chair attachment noted (Chair/Vice Chair responsibilities)

Upcoming events

3. Minnesota Department of Human Rights Symposium - 12/12 to 12/13

Minutes: MaKell, Hukun, Erika, and Tia will attend.

4. Pangea Volunteers Needed - 11/18

5. North Dakota Human Rights Film Festival - 11/15 to 11/17



ND Transgender Essential Resources

Emergency

Trans Lifeline: A suicide hotline run by transgender people for transgender people

<<http://www.translifeline.org/>> (877) 565-8860

Rape and Abuse Crisis Center: Inclusive of all who are affected by sexual assault and/or abuse

<<https://www.raccfm.com/>> 24/7 (701) 293-7273

Youth Services

Youth Essential Resource Guide: Covers youth orientated support groups and resources.

<<https://docs.google.com/document/d/1SFAxL9qiaKoFDih8px0AwRrTyn92MXoMTCOibqLhH6E/edit?usp=sharing>>

Legal Resources (Contact Faye for ND Birth Certificate Information)

Name Change: Step by step guide for legally changing name

<<http://www.ndcourts.gov/ndlshc/NameChange/NameChange.aspx>>

Driver's License Change: requires physician note: "Gender role transition has been completed"

<https://www.tristatetrans.org/index.php/Driver%27s_License_Change_in_North_Dakota>

Support Organizations (Each College has a LGBTQ Group too!)

Tri State Transgender: All genders welcome at support group every third Saturday, Pride Center

<<http://www.tristatetrans.org>> <<https://www.facebook.com/TristateTrans>>

FTM Fargo Moorhead Brotherhood: a support group specifically for transgender men

<<https://www.facebook.com/Ftmfargomoorheadbrotherhood?fref=nf>>

Non Binary Support Group: Social and support for any non-binary individual

<<https://www.facebook.com/FM-NonbinaryFluidNonconforming-Support-and-Social-1213961848643273/?fref=ts>>

Therapy + Letter of Referral for Hormone Therapy

MSUM Voice Therapy: Sliding Scales, helps to safely and effectively improve voice

<<https://www.mnstate.edu/speechclinic/>> 218-477-2330

Therapy Options: <http://hpr1.com/index.php/feature/culture/therapy-options-for-transgender-and-low-income-individuals/>

Dan Sturgill: Sanford Gender Psychologist.

<<http://www.sanfordhealth.org/find-a-doctor/danial-sturgill>> 701-234-3100

Hormone Therapy

Dr. David Newman: Sanford Fargo based, needs referral from Dan Sturgill

Dr. William Zacks: Altru Grand Forks based, needs letter of referral from any qualified therapist

Family Tree Clinic: Minneapolis based, sliding scale, no required referral for hormones

<<http://www.familytreeclinic.org/trans-hormone-care/>> 651-645-0478

General Information + Resources for Families

Gender Unicorn: Helps people understand the complexities of Gender

<<http://www.transstudent.org/gender>>

Tristate Wiki: All the information we have compiled in our area about resources and information!

- **Main Page:** https://www.tristatetrans.org/index.php/Main_Page
- **Family and Ally resources:** https://www.tristatetrans.org/index.php/Family_and_Ally
- **Local Support Groups:** https://www.tristatetrans.org/index.php/Transgender_Communities_and_Support

Contact Information

Transgender Liaison: For detailed information on any resource or community outreach and training

<Fayeseidler@gmail.com>

Chair/Vice Chair Responsibilities

- Attend and be prepared for all official meetings of the Commission
- Attend City Council meetings as needed to represent the Commission
- Be a spokesperson for the Commission
- Have good public speaking and listening skills
- Have leadership experience
- Have sense of the community's needs and issues as related to human rights
- Keep discussions orderly, focused on human rights/protected classes, timely, objective, and fair
- Make public feel welcome at meetings
- Participate in agenda development
- Responsive to emails, phone calls, and other formats of communication
- Understand goals of the commission and lead commission to achieve goals
- Understand Moorhead Human Rights Commission ordinance and policies

Vice Chair will assume Chair responsibilities in place of Chair.



Special Dates Recognizing and Celebrating Human Rights – Protected Classes

AFRICAN AMERICAN HERITAGE AWARENESS

January 16: Martin Luther King Day

February is Black History Month in the United States and Canada

NATIVE AMERICAN HERITAGE AWARENESS

October 9: National Indigenous People’s Day is an alternative celebration to Columbus Day, promoting political correctness in giving recognition to the indigenous populations affected by colonization, Moorhead’s day is Diversity Day

November is National Native American Heritage Month

ASIAN AMERICAN AND PACIFIC ISLANDER HERITAGE AWARENESS

May is Asian-American and Pacific Islander Heritage Month in the United States

HISPANIC HERITAGE AWARENESS

From September 15th to October 15th is Hispanic Heritage Month. This month corresponds with Mexican Independence Day, which is celebrated on September 16

JEWISH HERITAGE AWARENESS

May is Jewish American Heritage month

DISABILITIES AWARENESS

March is National Developmental Disabilities Awareness Month and National Multiple Sclerosis Education and Awareness Month

March 13 – April 15: Deaf History Month

April is Autism Awareness Month

April 2: World Autism Awareness Day

July 26: Disability Independence Day, which marks the anniversary of the 1990 signing of the Americans with Disabilities Act

October is National Disability Employment Awareness Month

December 3: International Day of Disabled Persons

WOMEN'S AWARENESS

March is Women's History Month

March 8: International Women's Day

August 26: Women's Equality Day, which commemorates the August 26, 1920 certification of the 19th Amendment to the United States Constitution that gave women the right to vote. Congresswoman Bella Abzug first introduced a proclamation for Women's Equality Day in 1971. Since that time, every president has published a proclamation recognizing August 26 as Women's Equality Day

LGBT AWARENESS

April 21: the Day of Silence on which students take a daylong vow of silence to protest the actual silencing of lesbian, gay, bisexual and transgender (LGBT) students and their straight allies due to bias and harassment

May 17: International Day Against Homophobia, Transphobia and Biphobia

June is Lesbian, Gay, Bisexual, and Transgender Pride Month, the last Sunday in June is Gay Pride Day,

June 26: Lesbian, Gay, Bisexual, Transgender (LGBT) Pride Day in the United States. It celebrates the Stonewall Riots on June 28, 1969.

October is LGBT History Month

October 11: National Coming Out Day

November 20: Transgender Day of Remembrance

SENIOR CITIZENS AWARENESS

May is Older Americans Month

DIVERSITY & HUMAN RIGHTS AWARENESS

April is Celebrate Diversity Month and Fair Housing Month

December 10: International Human Rights Day, established by the United Nations in 1948 to commemorate the anniversary of the Universal Declaration of Human Rights



Special Dates Recognizing and Celebrating Human Rights – Chronological

January 16: Martin Luther King Day

February is Black History Month in the United States and Canada

March is Women’s History Month, National Developmental Disabilities Awareness Month, and National Multiple Sclerosis Education and Awareness Month

March 8: International Women’s Day

March 13 – April 15: Deaf History Month

April is Celebrate Diversity Month, Autism Awareness Month, and Fair Housing Month

April 2: World Autism Awareness Day

April 21: the Day of Silence on which students take a daylong vow of silence to protest the actual silencing of lesbian, gay, bisexual and transgender (LGBT) students and their straight allies due to bias and harassment

May is Asian-American and Pacific Islander Heritage Month in the United States, Older Americans Month, and Jewish American Heritage month

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From September 15th to October 15th is Hispanic Heritage Month. This month corresponds with Mexican Independence Day, which is celebrated on September 16, and recognizes the revolution in 1810 that ended Spanish dictatorship

September has Welcoming Week

October is National Disability Employment Awareness Month, LGBT History Month

October 9: National Indigenous People's Day is an alternative celebration to Columbus Day, promoting political correctness in giving recognition to the indigenous populations affected by colonization, Moorhead's day is Diversity Day

October 11: National Coming Out Day

November is National Native American Heritage Month

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ANNUAL PLANNING SESSION 2

2018 HRC Action Plan key topics that came out of the initial planning session at the 11/15/2017 HRC:

Education & Awareness

- Inclusiveness
 - Transgender issues & response
 - Activities: LBGTQ pride in the park
 - Refugees
 - Activities: Naturalization ceremony, Welcome Week
 - African Americans
 - Activities: Event for Black History Month
 - Disability
 - Activities: Hands on Experience with ADA (MNDHR event, wheelchairs, walkers, earplugs, blindfolds, and vision goggles – participants are asked to read signs, understand and follow simple instructions/directions, travel over carpeting and laminated floors, maneuver through a hallway with and without ADA regulations (use chairs and tables)
 - Activities: Schedule a multi-speaker event (e.g., deaf presenter with ASL signer, someone who uses a wheelchair, someone who is blind)
- Fair Housing
 - Activities: Coloring contest
 - Speaker/Presentation for general audience

Local Partnerships & Public Relations

- Who are we interested in partnering with?
- What do we expect to get from partnership?
- What is our role in partnering?
- What can we do to ensure good public relations?

Recognition & Celebration

- Activities: Human Rights Awards on Human Rights Day Dec. 10 with speaker, special event, and education
- How else can we recognize human rights leaders/advocates in Moorhead?
- What are we celebrating?

Resilience Building

- In people/populations frequently discriminated against in Moorhead
 - People with disabilities (in both Moorhead and Minnesota most cases of discrimination are related to disability)
 - From 2004-2013, most common cases in Moorhead were related to disability and race
- In the overall community
- How do we do this?

Equity & Equality

- How do we ensure equity and equality in Moorhead?
- What do we do?
- What is our role?

Leadership

- How do we want to lead?
- How do we support and teach leadership in Moorhead?
- What do we do?