



**HUMAN RIGHTS COMMISSION
MEETING AGENDA
December 19, 2018 - 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. **New business** _____
 - A. Information Report from Narrative 4 Concordia - Dawn Duncan _____
- 6. **Reports** _____
- 7. **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).

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**City of Moorhead
Human Rights Commission
Meeting Minutes
November 21, 2018 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 November 21, 2018, 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
1 st Ward Council Member:	Sara Watson Curry	Present
Board Member:	Shinwar Mayi	Absent
Board Member:	Makell Pauling Normandin	Present
Board Member:	Willard Yellow Bird	Absent

3. Approval of Agenda/Minutes

July 18, 2018 and October 17, 2018 minutes were approved on a motion made by Sara Watson Curry, seconded by Cani Adan and passed by unanimous consent.

Agenda was approved on motion made by Sara Watson Curry, seconded by Cani Adan and passed by unanimous consent.

4. Citizens Addressing the Commission

No citizens were present.

5. New Business

Cani Adan shared news that a Somali Halal store has opened in Moorhead. Sara Watson Curry shared information on the MN Department of Human Rights Symposium scheduled for December 4-5, 2018 in Minneapolis.

6. Reports

A. Human Rights Awards – Discussion of nomination forms received.

- a. Discussion on how many award recipients to select. Discussion on nomination forms received.

Agenda Item 3.

B. Approval of Human Rights Award Recipients

- a. A motion was made by Nate Aalgaard and seconded by Sara Watson Curry to award The 2018 Human Rights Award to Farhia Ali and Ezzet Haider. The motion passed by unanimous consent.
- b. Discussion on notifying award recipients, awards to be given on December 10, 2018 at City Council meeting on Human Rights Day, informal reception for award recipients to be held from 5-5:30pm on December 10, 2018 prior to the City Council Meeting. Discussion to request a Mayoral proclamation for Human Rights Day.

7. Upcoming Events

Dawn Duncan will be presenting at the next Human Rights Commission meeting to share about the Narrative 4 Concordia program.
United Way Poverty Simulator will be held on 12-11-18
Historical and Cultural Society of Clay County has two new exhibits at the Hjemkomst Center – Beyond Bollywood and More than Race
Freedom Resource Center for Independent Living is offering a presentation titled ADA Basics at the Fargo Public Library at 2:00pm on November 29, 2018.

8. Adjourn

The meeting adjourned at 5:57 pm.

Respectfully submitted by:
Joshua Huffman, HRC Staff Liaison

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

2018

Narrative 4 Overview

Mission: Narrative 4 harnesses the power of the story exchange to equip and embolden young adults to improve their lives, communities and the world.

Vision: A world where young adults lead with empathy

Philosophy: Fearless hope through radical empathy.

Motto: Share today. Change tomorrow.

Narrative 4 was officially established in **2012** by **Lisa Consiglio and Colum McCann**.

Quick history: N4's leaders began testing exchanges with various communities in 2007 (under the umbrella of the Aspen Writers' Foundation and the leadership of co-founder and current N4 CEO, Lisa Consiglio), working with students in Colorado, New Orleans, LA, Fort Duchesne, UT and post-earthquake Port-au-Prince, Haiti, as well as with Arab and Jewish populations in Israel.

In June of 2012, an unprecedented gathering of literary minds and social justice advocates convened for five days, stirring up a wave of ideas and dreams for how the world could be transformed through stories. They stepped outside of their daily lives and came together as friends, colleagues, and authors to explore the role that stories, storytellers and story-based arts programs play in our global culture. The group tackled questions such as: "What is the highest aim of storytelling, and how can we harness that energy to transform our society?" and "What capacity does literature have to articulate and sustain a vision of enlightened leadership?"

The role of educators took on intensity following the tragedy at Sandy Hook in Newton, Connecticut. Lee Keylock, English teacher in the high school there and poet, joined the team as Program Director, helping work with curriculum and training facilitators as the program grew.

The result was an innovative organization created by the same authors and advisors who gathered to contemplate new narratives of individual, social, and political meaning: Narrative 4.

Key Founding Artists and Activists: Colum McCann, Reza Aslan, Terry Tempest Williams, Tobias Wolff, Ishmael Beah, Lila Azam Zanganeh, Ron Rash, Greg Khalil, Firoozeh Dumas, Darrell Bourque, Sting and many other artists and activists.

Agenda Item 5.A.

2018

Program Reach: 4 continents, 12 countries, 18 US states. Estimated 25,000 participants reached since 2013. 80% of programs are in schools (middle, high and university) and 20% of special programs are with adults.

Four Components of a Story Exchange Facilitator Training Workshop: Module 1: Introduction to Narrative 4; Module 2: Experience the Story Exchange; Module 3: Facilitation Skills; Module 4: Implementing N4 in the Community

Impact of the story exchanges in the classroom:

1. Develop active listening skills
2. Engage in peer-to-peer learning
3. Practice communication skills
4. Enhance reading and writing skills
5. Improve self-reflection and self-awareness
6. Experience an overall increase in positive emotions
7. Promote civic responsibility
8. Create positive school climates
9. Increase awareness of diversity
10. Suspend argument, engage emotions and experience compassion

Key assumptions:

1. There is a universal interest in stories and story-based arts experiences
2. Humans respond both emotionally and intellectually more to stories than to mere statements of fact
3. We only need one story to significantly change our narrative
4. Have the means and skills, people will strive to play greater and more positive roles in their communities
5. Enthusiasm, deep optimism and empathy are contagious

Description of Empathy-Into-Action: N4 has become one of the world's most impactful organizations in the fields of empathy and education. The "Empathy Into Action" campaigns are designed to break open intractable issues through the use of our core methodology and creative, impactful applications of the story exchange and community project models around the world.

5 Empathy-Into-Action Main Themes (several points of intersection and myriad sub-themes under each category): Environment, Faith, Identity, Immigration and Violence.

Key Research Findings: Yale Center for Emotional Intelligence study indicates that N4 US high school students feel positive emotions more than the average US high school student. **University of Chicago report** indicates that empathy levels increase after the story exchange.

2018

Examples of Story Exchanges in the Classroom:General: <http://www.dianemoorephotography.com/page1><https://narrative4.com/2017/03/building-resilience-north-philadelphia/>Virtual exchange: <https://narrative4.com/2017/03/cross-cultural-classroom-magic-mexico-chicago/>Object exchange: <https://narrative4.com/2017/03/object-lesson-bringing-arab-israeli-high-school-students-together/>Inter-school exchange: <https://narrative4.com/2017/02/middle-school-scientists-embrace-exchange-february-19-2017/>**Examples of Story Exchanges in the Community:**Theatre performance inspired by story exchange: <https://narrative4.com/2017/05/singing-anothers-story/>Students and police: <https://narrative4.com/2017/05/students-and-police-join-forces-for-empathy/>**Examples of Empathy into Action:**Immigration: <http://www.bbc.com/news/world-us-canada-39727185>Violence: <http://nymag.com/daily/intelligencer/2016/12/gun-exchange-shared-empathy-policy-laws-narrative-4.html>Regional Summit: <https://narrative4.com/2017/10/first-regional-summit/>Faith and Identity: <https://narrative4.com/2017/03/object-lesson-bringing-arab-israeli-high-school-students-together/>**Media resources:**What is Empathy? <https://narrative4.com/2016/10/what-is-empathy/>Our Story <https://narrative4.com/2015/02/2300/>

New York magazine "Guns in America"

<http://nymag.com/daily/intelligencer/2016/12/gun-exchange-shared-empathy-policy-laws-narrative-4.html>BBC: Immigration in Fargo <http://www.bbc.com/news/world-us-canada-39727185>PBS NewsHour: N4's Summit <https://www.pbs.org/newshour/world/barrier-breaking-power-learning-someone-elses-story>

New York Times Magazine: A Tale of Two Schools

https://www.nytimes.com/interactive/2014/05/04/magazine/tale-of-two-schools.html?_r=0Crossing the Divide: N4 in High Schools https://youtu.be/90m_p42QGE8We are Narrative 4: vimeo.com/245441574

A Packet of Exchange Invitation Examples

Cross Cultural Story Exchange

9 AM-1:30 PM, Oct 22 & 23

It is natural for human beings to seek out those like ourselves and group together. However, this world, and our local community, is made up of a vast variety of people, all of whom are unique and should be valued and treasured. For us to create safe, healthy, and harmonious communities, and thereby a world where all are valued, we must seek out those who seem different from ourselves, see their beauty, hear their stories, and learn to care deeply for them. Narrative 4, a global organization working locally out of Concordia College, is dedicated to bringing people together across all kinds of differences for meaningful dialogue created through personal storytelling. Indeed the motto is “Share Today. Change Tomorrow.” We leave agendas and talking points behind to speak from personal experience and hear the experiences of others. We work to create healthy, whole communities with all who live in them here and now learning to value one another.

To that end, we invite you into a process of story exchange during which you will meet a wide variety of people. We ask that you come with an open mind and heart, as well as a willingness to tell your story and to hear the stories of others. Our focus at this time is working across cultures, which can also bring up such identity constructs as faith, race, and nation. It will be up to you what story you tell (which typically should take 5-7 minutes), however the following prompts may help suggest an idea for your story selection.

Possible Prompts for Your Story (choose one or craft your own):

- Tell a story about when you came to know a person from another country or of another faith than you. What were the circumstances of your meeting and coming to know one another? What did you learn from this encounter/relationship?
- Sometimes we are caught between colliding cultures -- national, regional, ethnic, religious, racial, sexual, environmental, institutional, etc. Such collisions can call our sense of identity into question. Think of a story from your life in which you responded to such a cultural collision and what you gained from the experience.
- Bring an object with you, one that cannot be used as a weapon, which is associated with your culture or one of your most deeply held values. Tell a personal story about how the significance of this object in your life.
- Communities can be based on many connections—faith, ethnicity, neighborhood, nation, etc. Tell a personal story that for you represents the best qualities of living in community with others.
- Choose one of the readings with which you have a personal connection. Tell the story from your life that made you connect to the reading.

Many of these events have already taken place with wonderful connections created across all of our differences, making us a stronger community together. **We hope that you will consider participating (attending both days), having your story heard, hearing others, and helping our community become a safer, healthier, more positive environment for all who live and work here.**

Immigration and Community Story Exchange

As we are all well aware, one of the difficulties facing our society and our government is the issue of immigration. It is an issue that often leads to heated debates and media attention. However, when people feel forced to occupy positions, little meaningful communication occurs. Narrative 4, a global organization working locally out of Concordia College, is dedicated to bringing people together across all kinds of differences for meaningful dialogue created through personal storytelling. Indeed the motto is “Share Today. Change Tomorrow.” We leave agendas and talking points behind to speak from personal experience and hear the experiences of others. We are not interested in debating the status of immigration. We are interested in creating healthy, whole communities with all who live in them here and now learning to value one another.

To that end, we invite you into a process of story exchange during which you will meet a wide variety of people. We ask that you come with an open mind and heart, as well as a willingness to tell your story and to hear the stories of others. Our focus at this time is on the topic of immigration and community, which can also bring up such identity constructs as faith, race, and nation. It will be up to you what story you tell (which typically should take 5-7 minutes), however the following prompts may help suggest an idea for your story selection.

Possible Prompts for Your Story (choose one or craft your own):

- Tell a story about when you came to know a person from another country or of another faith than you. What were the circumstances of your meeting and coming to know one another? What did you learn from this encounter/relationship?
- Tell a story about when you felt left out, marginalized, or even oppressed. How did you get through this experience?
- Communities can be based on many connections—faith, ethnicity, neighborhood, nation, etc. Tell a personal story that for you represents the best qualities of living in community with others.

Many of these events have already taken place with wonderful connections created across all of our differences, making us a stronger community together. We hope that you will consider participating, having your story heard, hearing others, and helping our community become a safer, healthier, more positive environment for all who live and work here.

Finding out More about Narrative 4:

If you would like to spend some time learning more about Narrative 4 and how the story exchanges work, the effect of the experience on others, etc., here are some links that might help you as you prepare:

- “Our Story” by Narrative 4: <https://vimeo.com/120529159>
- “We are Narrative 4” by Narrative 4: <https://vimeo.com/245441574>
- <http://www.bbc.com/news/world-us-canada-39727185> BBC online coverage of our exchange last April
- <http://www.prairiepublic.org/radio/mainstreet?post=71082> Prairie Public Radio, 30-minute interview between Dawn Duncan and Hamida Dakane

Stories of Persistence

Our world is fraught with troubles of many kinds, and we are continually aware of these troubles as they flood across every type of media. However, there are also many stories that go unheard of how people rise to meet challenges, reach out to help others, and have the strength to persist. As award-winning author Colum McCann writes, “I sit there thinking about how much courage it takes to live an ordinary life.” McCann and other artists, educators and students around the world have formed Narrative 4, a global organization dedicated to bringing people together through a personal storytelling exchange that builds empathy and gives us the tools to work together and solve problems. Indeed the vision is “Share Today. Change Tomorrow.” Participants speak from personal experience and hear the experiences of others. We are interested in creating healthy, whole communities with all who live in them recognizing the value of one another.

To that end, we invite you into a process of story exchange during which participants will be paired to share a personal story and then exchange, swapping places so-to-speak. We ask that you come with an open mind and heart, as well as a willingness to tell your story and to hear the stories of others. It will be up to you what story you tell (which typically should take 5-10 minutes), however the following prompts may help suggest an idea for your story selection:

- Coretta Scott King said, “The greatness of a community is most accurately measured by the compassionate actions of its members.” Leo Buscaglia states: “Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around.” Now tell a story from your life when you first witnessed, or participated in, an act of compassion.
- It has often been said that what we value can be determined only by what we sacrifice. Consider how this statement applies to your life. Tell a story that shows how you deliberately sacrificed, surrendered, or forfeited something in a way that highlights your personal values.
- Tell a story about when you felt left out, marginalized, or even oppressed. How did you get through this experience?
- Tell a story about when you felt something that you treasured was being threatened. How did you respond and why? Would you do anything differently now than you did in that situation?
- Tell a story about a time you showed true courage or faced a fear.
- Tell a personal story inspired by one of the short readings.

Bridges of Acceptance Story Exchange

Facilitated by Dr. Dawn Duncan, Master Practitioner, Narrative 4

Human beings are communal creatures, yet sometimes we struggle with accepting others and with feeling accepted. Narrative 4 is a global organization dedicated to bringing people together across all kinds of differences for meaningful dialogue created through personal storytelling. Indeed, the vision is “Share Today. Change Tomorrow.” We leave agendas and talking points behind to speak from personal experience and hear the experiences of others. We are interested in creating healthy, whole communities with all who live in them learning to value one another. You are invited into this special story exchange as participants in the Bison Bridge program. The purpose of this exchange is to come to a greater understanding of each other, to expand our capacity for empathy, and to build a community of support for one another on the NDSU campus and beyond.

You will be paired with another participant in the Bison Bridge program, asked to share a personal story and then exchange, swapping places so-to-speak. We ask that you come with an open mind and heart, as well as a willingness to tell your story and to hear the stories of others. It will be up to you what story you tell (which typically should take 5-10 minutes), however the following prompts may help suggest an idea for your story selection:

- Coretta Scott King said, “The greatness of a community is most accurately measured by the compassionate actions of its members.” Leo Buscaglia states: “Too often we underestimate the power of a touch, a smile, a kind word, a listening ear, an honest compliment, or the smallest act of caring, all of which have the potential to turn a life around.” Now tell a story from your life when you first witnessed, or participated in, an act of compassion.
- Tell a story about when you felt misunderstood. How did you get through this experience? Who or what helped you?
- Tell a story about when you needed support and someone in your life provided that support, or tell a story about when you were called upon to lend support to someone else who was in need.
- Communities can be based on many connections—faith, ethnicity, neighborhood, nation, etc. Tell a personal story that for you represents the best qualities of living in community with others.
- Tell a personal story inspired by one of the short readings.