



**HUMAN RIGHTS COMMISSION
MEETING AGENDA
March 20, 2019 - 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. **Guest Speaker - Cassie Wiste - 2019 Welcoming Week** _____
- 6. **2019 Annual Plan** _____
 - A. Survey results and discussion _____
- 7. **Affirmatively Furthering Fair Housing - Update** _____
- 8. **New business** _____
- 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



**City of Moorhead
Human Rights Commission
Meeting Minutes
February 20, 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 February 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	Present
Board Member:	Cani Adan	Absent
3 rd Ward Council Member:	Deb White	Present
Board Member:	Shinwar Mayi	Joined at 5:14
Board Member:	Makell Pauling Normandin	Present
Board Member:	Willard Yellow Bird	Absent

3. Approval of Agenda/Minutes

Agenda (with correction to start time) and minutes were approved with a motion made by Nate Aalgaard, seconded by Deb White and passed by unanimous consent.

4. Citizens to be heard

No citizens were present.

5. Annual Nominations & Election of Officers

Commissioners discussed nominations. Motion was made by Nate Aalgaard to elect MaKell Pauling Normandin as Chair and Willard Yellow Bird as Vice Chair, seconded by Shinwar Mayi and passed by unanimous consent.

6. Consider/Approve 2018 Annual Report

Discussion on annual report. Motion to submit annual report to the City Council was made by Debt White, seconded by Shinwar Mayi and passed by unanimous consent.

7. Consider/Finalize Annual Plan

Commissioner requested that City staff distribute a survey used in 2018 to all commissioners in order to compile list of priorities to inform annual plan. Commissioners also requested that City staff contact the Welcome Week Committee and invite a representative to the next Human Rights Commission meeting on March 20, 2019.

8. New business

A. Affirmatively Furthering Fair Housing

i. Discuss/Approve HRC Statement – Report of discrimination

Commission discussed a recent example of alleged housing discrimination. Discussed opportunities to address housing discrimination in Moorhead.

Deb White made a motion to request that the City Council direct City staff to draft a letter to the landlord in alleged housing discrimination example that reiterates Moorhead commitment to being an inclusive community. Motion was seconded by Shinwar Mayi and passed unanimously.

Deb White made a motion to recommend to the City Council that City staff review the City's landlord training curriculum to be sure it includes training and resources regarding Fair Housing. Motion was seconded by Nate Aalgaard and passed unanimously.

Deb White made a motion to approve distribution of HRC statement regarding housing discrimination. Motion was seconded by Nate Aalgaard and passed unanimously.

9. Member reports/Announcements

None

10. Upcoming events

Winter Pride events are this week
Historical & Cultural Society of Clay County event – Remember African Americans in the Midwest on February 23rd
Deb White is facilitating a leadership program for women

11. Adjourn

Deb White made a motion to adjourn, seconded by Nate Aalgaard, passed unanimously. Meeting adjourned at 5:45pm.

Respectfully submitted by:
Joshua Huffman, HRC Staff Liaison

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

DRAFT

Agenda Item 6.A.

HRC Planning Survey Results – 3 individuals completed the survey

1. Does the Moorhead HRC want to present a proclamation to Council to declare:

- April as Moorhead's Fair Housing Month (4/8 Council meeting)? (Recommended – HRC is funded through CDBG on the basis of furthering fair housing) – **3 selected**
- June as Moorhead's LGBTQ Pride Month (6/10 Council meeting)?
- June 20 as Moorhead's Refugee Day (6/10 Council meeting)? – **1 selected**
- July 26 as Moorhead's Disability Independence Day (7/22 Council meeting)? - **2 selected**
- December 10 as Moorhead Human Rights Day (12/9 Council meeting)? This date is globally recognized as Human Rights Day. – **2 selected**
- March 8, 2019 as Moorhead Women's Day (based on rights)?

2. If the Moorhead HRC can only do a few proclamations, any other proclamation(s) may be pursued independently (e.g., Pride Collective does Moorhead LGBTQ Pride Month, AADA does Moorhead Refugee Day, FRC does Moorhead Disability Independence Day, etc.). Select three proclamations that you think are the most important for the Moorhead HRC to do.

- Fair Housing Month – **3 selected**
- LGBTQ Pride Month – **1 selected**
- Refugee Day – **1 selected**
- Disability Independence Day – **2 selected**
- Human Rights Day – **2 selected**
- Women's Day

3. In our planning sessions, various entities were named for potential partnerships. Select three partnerships that you think are the most important for the Moorhead HRC to pursue.

- Pride Collective (LGBTQ partner) – **1 selected**
- SOFTL (Successful Outcomes for Tenants and Landlords Committee – Fair housing partner) – **2 selected**
- Moorhead schools (education partner) – **1 selected**
- Moorhead colleges (education partner)
- Fargo Human Relations Commission (general partner) – **2 selected**
- Lutheran Social Services (Immigrant/refugee partner) – **1 selected**

Freedom Resource Center (disability partner) – **2 selected**

4. What do you expect from these partnerships?

- It would allow us to better share information and ideas about issues affecting our community, upcoming events, and new opportunities.
- To create partnerships in which the Moorhead HRC can work with each entity to bring awareness to the community and work towards inclusivity for everyone.
- Collaboration on public education and events.

5. What would the Moorhead HRC's role be in these partnerships?

- We could invite representatives to attend our meetings and speak on issues.
- I am not certain what the HRC's role would be at this time but hopefully being able to assist in promoting community events, providing information to the community on what each entity may do.
- Staff and Commissioners working on projects with others from the community.

6. Resilience building came up in our planning sessions. Assuming this would be for people/populations frequently discriminated against, how do you see the Moorhead HRC doing this?

- I am not sure but am eager to hear the ideas that have been discussed! I would also like to see us work to educate and raise awareness among majority groups, such as working to raise awareness about issues of power and privilege, how some may benefit, and how we can all play a role in making our community more welcoming and inclusive.
- Providing more information to the community on what to do or who they should contact if they have been discriminated against. Also make more information available to everyone on what discrimination is. Be more proactive rather than reactive.
- Fostering education and social events to help people feel more a part of the community.

7. How can the Moorhead HRC ensure equity and equality for everyone in Moorhead (please be specific)?

- I would like to see if we could play a stronger role of community building and bringing people together across differences. I also would like to see Moorhead HRC play a role in exploring ways to expand and diversify the voices that are involved in decision making in Moorhead.
- By being more involved in public activities, forming partnerships with other entities in the FM area. Making information on equity and equality more available to everyone. I believe we are off to a good

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start and I would like to see Moorhead HRC continue to reach out to groups in the community to see what we can do to get involved.

- Public education. Immediate response to incidents. Timely referrals for human rights enforcement. Partnership with law enforcement.

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

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"> 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 2019
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 (2nd priority for proclamations) 	<ul style="list-style-type: none"> Guest Speaker?
May	<ul style="list-style-type: none"> Older Americans Month Asian American/Pacific Islander Month Jewish American Heritage Month 			<ul style="list-style-type: none"> Guest Speaker?
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"> Guest Speaker?
July	<ul style="list-style-type: none"> Disability Independence Day July 26 			<ul style="list-style-type: none"> Guest Speaker?
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"> 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?
October		<ul style="list-style-type: none"> Solicit nominations for Human Rights Awards 		<ul style="list-style-type: none"> 2019 Annual Plan development
November	<ul style="list-style-type: none"> Native American Heritage Month 	<ul style="list-style-type: none"> Solicit nominations for Human Rights Award 		<ul style="list-style-type: none"> 2019 Annual Plan development
December	<ul style="list-style-type: none"> International Human Rights Day Dec. 10 (Tuesday) 	<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"> 2019 Present Annual Draft Plan to Council
TBD				<ul style="list-style-type: none"> Commission training (City Attorney)

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February 26, 2019

Ken Murack
7642 Harmony Peak St
Las Vegas, NV 89166

Re: January 16, 2019 Forum Communications story

Dear Mr. Murack,

Based on a story from Forum Communication, we understand a prospective tenant contacted you on January 11, 2019 to inquire about leasing a rental unit that you own. According to the news report, you may have asked the prospective tenant about her ethnicity as it related to her cooking and food choices as you interviewed her.

As staff to the Moorhead Human Rights Commission, I wanted to provide fair housing educational resources to make sure that you understand the responsibilities of a landlord. The City of Moorhead offers periodic landlord training and works to collaborate with landlords to foster an inclusive community that is welcoming to all.

Questions or comments regarding an individual's ethnicity are not permitted under state and federal fair housing regulations. National origin discrimination is defined as differential treatment in housing because of a person's ancestry, ethnicity, birthplace, culture, or language, and it is illegal. This means that people may not be denied housing opportunities because they or their family are from another country, because they have a name or accent associated with a national origin group, because they participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin.

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.

Please do not hesitate to reach out to me if you have any questions on the resources provided. We appreciate your time in reviewing the materials and working with us to eliminate housing discrimination in our community.

Sincerely,



Joshua Huffman
Community Development Program Administrator
joshua.huffman@cityofmoorhead.com, 218.299.5375

Ken Murack

7642 Harmony Peak St.

Las Vegas, NV 89166

March 4, 2019

Joshua Huffman

Community Development Program Administrator

Dear Mr. Huffman,

Thank you for your regulation book. I've been in the building and rental business for 50 years and find it good policy to review old and new regulations. I am very familiar with them.

Concerning the story run by the Forum Communications- WDAY. Mr. Broadway of WDAY did call me but he left out my side of conversation in the story. He picked bits and pieces of my response in order to support and sensationalize the political correctness story he chose to run and support his colleague. As stated by the Forum, Sewon Hwang worked there in some capacity as an employee or an Intern.

The actual story may surprise you and WDAY. We ran an ad through Facebook Marketplace asking any potential renter to call Ken. Many just keep texting. My wife then texts them back and tells them if they are interested to call and talk to Ken. Then maybe 10% actually call. When anyone calls me, I answer and I invite them to give me their rental information. When Ms. Hwang texted/messengered our number, my wife replied and asked her to wait a day and then call Ken. The reason for this is that I had surgery scheduled at the VA. If I didn't want any Asians, we would not have texted Ms. Hwang back and asked her to call. The day after my surgery she called. She had a very soft voice and I don't hear well. At 78 a person's hearing isn't the best. I asked her to speak louder as I didn't hear her. She yelled in the phone saying just call me Hwang. I could sense she was upset at that early point. After a pause I asked her age and she said she was 23. I asked if she was a student or worked. She replied, "What business is that of yours?" Then she said she worked. I asked what her income was and again she said, "Its none of your business. You are bullying me!" The interview should have ended at this point. I felt like we got off to a bad start so I decided to explain the challenges of living in an older house/ 4 plex. I do this so a tenant understands what the apartment is like and if it is what they want. I thought I could get her to calm down and then I would get back to the questions necessary from any landlord. This would be income verification, past rental history and criminal background check. I started by saying the walls in older buildings aren't like new buildings so they are thinner and the heating system is connected through the entire building. This is why we advertise for quiet tenants and no smoking allowed because everyone ends up smelling it. I also said cooking odors can go through the building so if she did a lot cooking, she would have to be careful with it. She then said, " This is because I'm Asian, Right! I said that certain Asian spices can be irritating to people not accustomed to it. Then I didn't hear her voice so I said, "Hello, hello about 3 times. No answer so I assumed she hung up so I hung up. I never did get to the point to tell

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her that one unit is occupied by family and the other units are occupied by three, 50-year-old or older single men. She may have wanted to live elsewhere with younger people.

Ms. Hwang then went to WDAY and told them that she looked all over and finally found the place she wanted but the prejudiced landlord wouldn't rent to her due to race. I knew she was Asian by her name when I had my wife messenger her to call. Ms. Hwang never even went past a phone interview much less see the building or the apartment. She did not fill out an application or even ask for one, have her rental history, income verified and do a criminal background check.

On the day Ms. Hwang called was the day after my operation. I was taking pain medication every 6 hours- hydrocodone. I probably was not at my best and I hope she wasn't either. If this is her approach to life, I can only wish her well. She got her time in the spotlight. Besides WDAY she immediately posted to Facebook making accusations using the race card. What she did not know was that my name is with Social Services and the Department of Corrections listings for fair housing all over the US. I make it a point to help those in need. Discriminating due to gender, race, sex, religion and handicapping conditions has never played a role in my rental decisions. I have proof of records and tenants now and in the past. Accusations such as these should be investigated before someone can use their position in the media and on social media to make false accusations against a person.

Thank you for your time,


Ken Murack

Joshua Huffman

From: Leann Wallin
Sent: Monday, February 25, 2019 4:07 PM
To: Joshua Huffman
Cc: Kristie Leshovsky; Lisa Bode
Subject: RE: Human Rights Commission Request

Hi Joshua, at my Crime Free Multi-Housing trainings, held twice per year, I give all landlords/property managers a copy of the Landlord and Tenants Rights and Responsibilities publication from the Minnesota Attorney General's office. In my presentation on applicant screening, I list the protected classes in Minnesota and explain they cannot discriminate. I frequently advise participants to spend the money to meet with an attorney to go over their leases and rental criteria to ensure they are not violating any fair housing laws, nor discriminating in any way. I also pay for an attorney to come speak to the class for over an hour on legal issues for landlords and he does speak about fair housing and discrimination. This attorney even talks about how you cannot "steer" perspective tenants into renting a particular unit or building. It is very likely I will use this case as an example of "what NOT to do" in my future classes.

Leann Wallin
 Community Policing Coordinator
 Moorhead Police Department
 911 11 Street North
 Moorhead, MN 56560
 Desk: 218.299.5143
 Fax: 218.299.5377

www.moorheadpolice.com

From: Joshua Huffman <joshua.huffman@ci.moorhead.mn.us>
Sent: Monday, February 25, 2019 3:46 PM
To: Leann Wallin <leann.wallin@moorheadpolice.com>
Cc: Kristie Leshovsky <kristie.leshovsky@ci.moorhead.mn.us>; Lisa Bode <lisa.bode@ci.moorhead.mn.us>
Subject: Human Rights Commission Request

Leann,

At its February meeting, the Moorhead Human Rights Commission (HRC) discussed fair housing and a recent example of discrimination in housing. The discussion was prompted by a Fargo Forum article found here: <https://www.inforum.com/news/government-andpolitics/953137-WATCH-Fargo-woman-says-she-faced-racial-discrimination-from-a-landlord>.

The HRC tasked me with checking with city staff to find out to what extent Fair Housing is addressed in landlord training and to look at what resources are provided to landlords. Would you be able to provide some information regarding the training that new landlords receive from the City, please?

Thank you for your time and assistance.

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Joshua Huffman
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