

Duluth Human Rights Commission (HRC)
Regular Meeting - minutes
Wednesday, September 8, 2021 at 5:00PM via WebEx

1. Call to Order, Welcome, and Introductions
 - a. Chair Keppers called the meeting to order at 5:06pm
 - b. Each Commissioner gave a brief introduction with roll call
 - i. Commissioners present: Tyra Jaramillo, Bettina Keppers, Sandra van den Bosse, Marsha Lue, Sarah Lyons, and Carl Huber
 - ii. Guests: Human Rights Officer (HRO) Carl Crawford, Human Rights Assistant Laura Laaksonen, Betty Greene, and Kathleen Spencer
2. Consent of Meeting Minutes - August regular meeting
 - a. Commissioner Lue approved/Commissioner Lyons seconded, and the remaining commissioners approved the minutes as submitted
3. Consent of Today's Agenda - September 8, 2021
 - a. All commissioners in attendance approved the agenda as submitted
4. Announcements from Commissioners
 - a. Human Rights Officer Crawford announced that Commissioner Preap has resigned from the Human Rights Commission
 - b. Commissioner Beauregard has an excused absence from this meeting that came up before the meeting began
 - c. Commissioner Huber did reach out to Azrin Awal, and relayed the commission's support for her on FaceBook Messenger in light of discussion at the previous Human Rights Commission regular meeting
5. Public Comments
 - a. Written public comments submitted prior to meeting - none
 - b. Live public comments via WebEx - none
6. Executive Report (Executive Team consists of Chair Keppers, Vice Chair Lue, and Secretary Jaramillo)
 - a. The new Executive Team met for the first time on Monday
 - b. They are reviewing the bylaws through an equity lens, for further discussion on how to update it with more equitable language
 - c. A future project for the team will be updating the Human Rights Commission website to make it more accessible
 - d. We are looking to host another education/listening session sometime in November. Commissioner Lue will work to coordinate this with TPAC
 - e. We will be reaching out to the Duluth Indigenous Commission Meeting to come speak at our November meeting
 - f. Discussion of tabling and presenting at the 2022 St. Louis County Health and Human Services Conference.
 - i. Commissioner Lyons inquired if it is not possible for us to present at the 2021 Conference (October 13-15), is there a way for us to have a presence there?
 - ii. Commissioner Keppers inquired if it would be possible to have name tags and banners in time for the conference this year.

- iii. Human Rights Assistant Laaksonen confirmed that official nametags would not be ready by this October, but she can have temporary ones created for the commissioners who would already be there. She plans on sending around five sticky name tags to commissioners who would like to wear them at public events
7. Findings Sub-Committee Report (Findings Subcommittee consists of Commissioner Huber, Commissioner van den Bosse, and Secretary Jaramillo)
- a. Commissioner Jaramillo has joined the Findings Sub-Committee, taking Chair Kepper's vacant spot on the Committee
 - b. The Findings Sub-Committee was unable to meet this month
 - c. Chair Keppers and Officer Crawford were able to meet with the St. Louis County Department of Human Services - Child Welfare Department (both Virginia and Duluth offices)
 - i. Chair Keppers feels that the meeting went well, and saw a commitment to an overarching need for change
 - ii. There is still a concern for capacity
 - iii. The department did share some statistics, which Chair Keppers will share with the commission
 - 1. The department is responsible for the care of 700 children on average every day
 - 2. In the 2020 year, they received a total of around 2,500 maltreatment reports, with 1,400 of them being from southern St. Louis County
 - 3. 3,200 assessments were completed in 2020
 - 4. This is all stated as public information
 - iv. Officer Crawford discussed looking forward to following up with the department in the future, keeping in mind their new diversity initiatives
 - 1. What is the end result when somebody has to give up custody of their child?
 - 2. Who is looking at how we raise our kids? Do they have an understanding of different cultures?
 - v. There is a possibility for further partnership, particularly in human rights and equity training
8. Ad Hoc Committee Report - Roles and Restructuring Committees
- a. Commissioner Lue has signed up for the communications role
 - b. Other commissioners to please sign up for a role within the next two weeks
 - i. The document was re-shared in the meeting
9. Racial Bias Audit Update (Commissioner Lue)
- a. The group met Monday evening and created a rough draft of an RFP, and are still working on that draft. They would like to finalize it within the next two weeks. Commissioner Lue will bring this document back to the rest of the Human Rights Commission for review and comments.
10. Review of Actions Taken and Plans Ahead
- a. Commissioner Lyons inquired if we have any plans with the school districts now that they are back in session, specifically with the inclusion specialists in the

schools, in order to know what the children in our community are learning about or not learning about, as well as resources that are available to them.

- i. Commissioner Lyons will take the lead on coordinating a meeting with the inclusion specialists in the schools for a discussion.

11. Human Rights Officer Report

- a. On August 26th, Officer Crawford had a “around the fire” conversation with the Hermantown YMCA about diversity and equity, and plans to do it again
- b. Officer Crawford was in the Pride parade, mentioned conversations he had with community members about Covid and the pandemic
- c. This month is Recovery Month - discussed the difference between national responses to addiction
- d. ISD 709 will be hosting a conversation on September 22 at Denfeld High school from 6pm-9pm, and September 30 at Duluth East High School from 6-9pm
 - i. Topic: Exploring the Effectiveness of SROs in Schools
 - ii. This could be a good topic of conversation for the commission members to attend
- e. The eviction moratorium is ending, and keeping thoughts about how that affects families in our community
 - i. Commissioner van den Bosse if there were organizations that are actively working to help these families
 1. Officer Crawford mentioned that there is help for renters, but not much help for homeowners. The goal is to keep as many people housed as possible.

12. Request for Agenda Items for Next Meeting

- a. Commissioner Lyons brought up that the Duluth Police Department is going to begin keeping statistics of the demographics of the people who are a part of traffic stops.
 - i. Officer Crawford sees this being an issue not only for the Human Rights Commission, but also for the Citizen Review Board
 - ii. This discussion will also be a topic most likely for the individuals working on the Racial Bias Audit
- b. Commissioner van den Bosse brought up the list of events that the commission has made about events that we would like to put on in the community. There was a request to revisit this list.
 - i. This list was made pre-covid, and some of these in person events may not be able to happen
 - ii. We are charged with educating the public

13. Adjournment

- a. Commissioner Huber motioned/Commissioner van den Bosse seconded, and the remaining commissioner approved through voting - meeting adjourned at 5:54pm

Minutes respectfully submitted by:
Tyra Jaramillo, Secretary