

DULUTH INDIGENOUS COMMISSION

MEETING MINUTES

Monday, Oct. 20, 2014

Present: Ricky Defoe, Babette Sandman, Tina Olson, Carol DeVerney, Terry Goodsky, Jaron Smallwood

Absent: None

Staff: Mike Palermo, Steve Bjelland

1. Call to Order, Introductions

DeFoe called the meeting to order at 5:29 PM. Introductions were made. Olson arrived shortly after the meeting was called to order.

2. Approval of September meeting minutes

Goodsky motioned to approve the September 15, 2014 meeting minutes, Smallwood Seconded the minutes. The motion passed unanimously.

3. Updates:

Cheryle Skaft from the City of Duluth Parks and Recreation Division presented to the commission about a project that the City is working on that the Indigenous Commission can help with. She explained the Parks and Recreation Division is looking to replace the entry way signs for all City parks. They would like to include the indigenous names of the parks on the sign accompanying the City designated names. The commission discussed other similar projects for which Skaft explained that this project was unrelated.

DeFoe brought up the Ethnographic Study of the Indigenous Heritage of Duluth and how it should fit in with the Parks and Recreation Division plans. DeVerney thought that the ethnographer Bruce White would be a useful source. Sandman encouraged Skaft to research some of the things being implemented in Bemidji. Skaft thought it would be a great idea to continue this discussion about future projects and coordination with the ethnographic study.

Deputy Chief Ann Clancey with the Duluth Police Department was there to answer questions. DeFoe asked about the POST Board Standards and how it affects the hiring processes for the City of Duluth Police Department. Clancey explained that the POST standards were to ensure that all police hired in the State of Minnesota met a minimum certification but often resulted in preventing qualified individuals looking for a second career to enter into the field.

DeFoe asked for clarification about the City of Duluth passing a resolution related to hiring woman and minorities. Clancey explained that language was in the books to allow for woman and minority hires but was not being utilized. The current resolution is to update that language and allow for the department to reevaluate candidates.

Concerns were brought up by Sandman about testing. She was worried that testing was weeding out minority applicants. Clancey explained that when examining the data there does not seem to be a difference between candidates based on race or ethnicity. However, minority candidates were less likely to pass the interview process.

DeVerney asked for more explanation. Clancey explained that applicants were able to pass the written test but when put in front of the review board the candidate often performed poorly. DeVerney was concerned about the process.

DeFoe explained that the Indigenous Commission felt that they were left out of the process and that they were only informed of hiring's after the fact. Clancey asked if the Commission was saying they wanted to be more connected to the Citizen Review Board. DeVerney explained that the panels lacked diversity which makes it more difficult for a minority candidate to make a connection with the panelists.

Doug Bowen-Bailey from the Civil Review Board explained the process the review board completes when interviewing candidates. He explained that while the questions are rigid, it gives everyone equal opportunity to answer. The most difficult part of the interview was not being allowed to ask follow up questions. However, this ensured everyone was given the same opportunity to answer questions.

More concerns about the minority representation on the civil review board by Olson. Clancey explained that these questions are more appropriate for the Human Resources Division as they control the hiring process. It was agreed that a letter by the Indigenous Commission would be drafted inviting the Human Resources Division to their next meeting.

DeFoe felt that the Citizen Review Board was becoming too exclusive of the greater community because they work so closely with the Police Department. Bowen-Bailey explained that it is the Citizen Review Board's duty to review complaints and perform paneled interview for the police. He also explained how the Citizen Review Board creates a separation from the department and continually works to engage the community. He did admit that they too would like to see more involvement of the community. Renee Van Nett from the Civil Review Board invited DeFoe to share his ideas with the Citizen Review Board on how best to address his concerns.

Van Nett and Bowen-Bailey went on to explain their experiences performing interviews and the difficulty a rigid system. However, they recognized how fair the system is. Further discussion occurred about the hiring process. It was decided that a discussion with Human Resources would be the best avenue for the commission to provide feedback.

Van Nett then gave a brief presentation about the Citizen Review Board's role in the community and shared a variety of data sets. The Commission was curious about complaint data and how the Board used it to refine processes. The Citizen Review Board didn't receive enough complaints to draw trends. They are focusing on community outreach to gain more trust. They will be hosting a community forum on

Nov. 25th at Community Action Duluth. The Citizen Review Board also asked the Indigenous Commission to write a supporting letter to the State of Minnesota in response to the POST standards.

Olson made a motion to write a letter supporting the elimination of the mandate that requires POST Standards in support of the Citizen Review Board. The Motion was seconded by Sandman. The Motion passed unanimously.

Van Nett shared with the Commission other outreach efforts including the Civilian Police Academy, the Community CommStat meeting, and marketing through fliers.

4. Public Comments – No public comments made.

5. New Business – No new business.

6. Old Business

A. Staff Updates -

There were no staff updates. It was agreed that the meeting in December would be cancelled and that the retreat to create the 2015 work plan will occur in January.

B. Ethnographic Study –

No update. The committee was given a progress report written by Bruce White explaining that the archeological survey is underway and that he is searching for source material.

C. Needs Assessment-

DeFoe explained that the presentation at the St. Louis County Health and Human Services Conference was well attended. He thought it was a great example of relationship building.

7. Announcements, Upcoming Events, and Comments from the Commission

Concerns about the way CDBG funding was being explained was brought up. Staff was unaware of the report that the Commission had been given and would follow up for next meeting. The concern was that the CD Staff had over represented the amount funded to Gimaajii and that they do not receive much operating funding despite the large initial capital funding.

The Commission also agreed that the funding received from Boise Forte would be appropriately used for the Drum Group's Honorarium.

Wednesday at Greysolon was a lunch to honor Babette Sandman as woman of the year. The commission was invited as Olson's guests.

5. Adjournment: Smallwood motioned to adjourn, motion seconded by Sandman. The motion carried unanimously.

6. Next Meeting:

Next meeting is November 12, 2014 at 5:15 PM.