

# Duluth Human Rights Commission

Regular Session Meeting  
August 14, 2019 at 5:30PM  
City Hall – 3<sup>rd</sup> Floor

Chair Kisob called the meeting to order at 5:31PM

- I. Roll Call
  - a. Commissioners present: Charles Obije, Ashley Neenan, Ri Preap, Princess Kisob, and Carl Huber
  - b. Commissioners absent: Sandra van den Bosse (excused), Sherry Williams (excused), Bettina Keppers (excused), and Ashley Grimm (unexcused)
  - c. Others present: Mr. Carl Crawford (HRO), Ms. Kathy Spencer, Mr. Ian Johnson
- II. Consent agenda
  - a. Minutes from the Commission's June 12<sup>th</sup> meeting were approved.
- III. Public comments
  - a. Mr. Ian Johnson with the City of Duluth introduced himself to the Commission. He is recently on board to administer the Earn Safe and Sick Time ordinance that will go into effect January 1, 2020. Currently, he is involved with the following:
    - i. Training employers with 5 or more employees on the ordinance – federal, state government employers are excluded.
    - ii. Progress report with community partners and addressing the community questions
    - iii. Employees confidentiality is protected and there is a FAQ on the City website
  - b. Ms. Kathy Spencer asked “why is everyone so afraid of Minnesota Power? She was speaking about the burn-barrel policy on the community space outside MN Power's downtown location. HRO Crawford said the City Council conversation was tabled for now and they were asking for diagrams of the public space.
- IV. Chair Report - Kisob
  - a. LGBTQ Arrowhead Resource and Community Center (LARCC) has expressed to HRO Crawford that they would like to work with the HRC. This new center is located at Gloria Dei. Suggested that HRC hold one of their future meetings at their location.
  - b. Commissioner Neenan expressed approval of getting out in the community with our meetings and reminder of HRC offering three topic meetings each year. Suggested were Citizen Review Board – ICE and accessibility in the area for individuals with disabilities
  - c. Chair Kisob brought up the topic for discussion regarding review of the relevance of all the HRC committees. Asked Commissioners to give it some thought and

discuss consolidation or dismantling some committees. To be discussed at a future meeting.

- d. Appointment/roles on committees need clarification. With the change in leadership on the HRC at election time – need a standard operating procedure for the committee chair succession.
- V. Committee Reports
- a. Findings – no report as the committee did not meet/next meeting August 9<sup>th</sup>
    - i. Commissioner Obije was elected chair. The Chair of the HRC is to part of this committee.
    - ii. New communications are being drafted and reviewed by legal for responding to individuals who have filed a complaint.
  - b. Education
    - i. Commissioner Huber did not attend the EEAC meeting. He brought the question of conflict of interests to have the HRC be voting member on this council. Some Commissioners expressed support for HRC to be a part of the EEAC. HRO Crawford will bring this issue to legal to see if a Commissioner can serve on other commissions. Commissioners to HRC are appointed by the Mayor. Discussion was tabled until next meeting.
  - c. CEDAW – no report
  - d. Homeless Person’s Bill of Rights
    - i. Taken summer off – no report
    - ii. HRO Crawford asked that we consider names to be involved with the Warming Center planning for the coming year. Decisions on temperature to be open, hours of operation and other topics are open for discussion at this time.
  - e. Pride weekend
    - i. Commissioners will walk in the parade Sunday, September 1<sup>st</sup> – meet at 11:30am in Superior, WI near the old location of Thirsty Pagan Pizza
    - ii. Mayor’s Reception is at the Depot, Thursday, 5 to 8pm on August 29<sup>th</sup>
- VI. Community Correspondence
- a. Race Card Project – September – November
    - i. Cards available in the Main Library’s Superior Street lobby. Participants are welcomed to write six words on a card about their experience with race. Two events planned: Tuesday, 9/10 at City Hall room 303 noon to 1:00pm and Thursday, 11/7 at City Hall room 303 from 5:30 to 7:30pm
  - b. Kids, Cops and Cars, August 15<sup>th</sup> 11am to 2pm at Bayfront
  - c. Duluth Workforce Development partnership with DEED will hold a conference on work and disability at the Shriner building in Hermantown – date to be emailed to Commissioners
  - d. Minnesota Human Right Commissioner Rebecca Lucero would like to re-schedule her visit to Duluth – October dates are pending

- e. African American Preservation Act – important to remain vigilant to this legislation to address the loss of children in the child welfare system
  - f. Band the Box – employers cannot ask questions criminal history on employment applications
  - g. A flyer from the Conflict Resolution Center in Duluth was distributed. Most Human Rights work ends up in mediation
- VII. Human Rights Officer Report
- a. Mental health – creating services for community in conjunction with Duluth Police Department
  - b. Accessibility in housing – residents have had trouble in accessing Greysolon Plaza due to the construction on Superior Street. Work to inform contractors of the needs of safety and accessibility for individuals with disabilities.

Commissioner Neenan motioned to adjourn. Meeting adjourned 6:32PM

Respectfully submitted by Commissioner Huber, Secretary.