

Duluth Human Rights Commission Meeting  
February 13 2019  
City Hall 303, 5:30 pm

1. Call to Order 5:00
2. Roll Call:  
Commissioners Present: Princess Kisob, Ashley Grimm, Ashley Neenan, Carl Huber, Sandra van den Bosse, Rebecca Domagala  
Absent: Sherri Williams (excused), Charles Obije (unexcused)  
Others: Carl Crawford
3. Consent Agenda: add onboarding, move public comments to after consent agenda. Carl motions, Ashley Grimm seconds. Motions carries.
4. Public comments: A Duluth Indigenous woman has spoken to the Duluth Indigenous Commission as well. Concerned employer is finding a way to fire her. It has been brought to Carl and he will present information to findings committee. 4 members and it meets on Mondays.
5. Chair Report: Elections are coming up for chair, vice chair and secretary. There is a process for that. Will get Sherri onboard. Amy resigned. Rules about have someone off due to absence is unclear. Carl will follow up.
6. Vice Chair Report: Will cover most in Homeless Persons Bill of Rights and Warming Center. Restorative Justice with Men as Peacemakers.
7. Committee Reports
  - a. Findings: did not meet. Will meet afterwards to plan meeting
  - b. Education: Email and connect with School Board member Nora Sandstrom. Connect with the Superintendent. William Howes. Carl Huber will follow up. Email to Michelle to bring Carl Crawford in the loop. County does restorative justice in the schools. Patrick Boyle on the county board. Graduation rates reduction in the gap. Check n connect Coordinator at Denfeld. Gave Ashley Neenan presentation. It is only at Denfeld right now. Plan to move to Lincoln or East. With 2<sup>nd</sup> year implementation 25-30 students. DASH at Denfeld. Cruz Mendoza in Education Equity Alliance. Meeting this Saturday 1 pm at St. Mark's AME church.
  - c. CEDAW: couple meetings with task force University Women, city councilor Em Westerlund and League of Women Voters. International Women's Day March 8 table at Building for Women. Build more membership. Looking at best practices for city administration public awareness for domestic abuse general hiring practices and women and minority owned businesses.
  - d. HR Rubric: Carl Crawford working with other cities. Priority for mayor. Rubric is sent but you cannot contact them. Opportunities for commission. Look at gender pronouns in the workplace.
  - e. Homeless Person Bill of Rights: Cold weather survival today at Damiano Center. 8 months since feasibility on hygiene facilities. Report by Keith Hamre in November to city council. Send info to commission. Warming center, people using it ask 20 degree or below. Motion Ashley G. Carl H seconds. Stakeholders Chum, City and County. HPBR coalition is feeling left out. 300 people served warming center, 111 unduplicated. Still working plans out. Princess motions to approve letter with changes. Rebecca seconds. Motion carries.
8. Protective gear: none
9. Continued discussion for community response: Princess will work on statement

10. Indigenous Land Statement: People have made a statement acknowledging we live on indigenous land. NAACP and Parks and Rec has something. Princess and Carl will work on statement for commission. Sandra and Carl Crawford will give example.
11. Warming Center: Already discussed.
12. On Boarding: Carl, Amy and Princess met. Invited Sherri. Half day to vision, 2 or 3 top things to focus. For May, after new commissioners come on. Chair should be alerted when there are new commissioners. Follow up with Patty.
13. Human Officer Report: No Meeting in January. Spoke at UUCD about the needs in community. Spoke at East. Warming Center- make sure all are treated with respect. Most employers were not properly informed about warming center. Adam Fulton is doing a good job working with the community. DPD alternative with kids misbehaving in skywalk and DTA center. Writing tickets not working. Working with Judge Eikenwall. Mediation specialist working with Fred Friedman. Working with school liaisons Tammy Walker. Dealing with unemployment evictions. Kids miss schools because families cannot afford daycare. Lacking resources. Cities next week for Duluth Day and will meet with the New MN Human Rights Commissioner.
14. Community Correspondence: NAACP- Freedom Fund Dinner Feb. 22 at Clyde; UMD Kirby Ballroom Saturday Feb 16<sup>th</sup> Soul Food Dinner UWS Soul Food Dinner February 23<sup>rd</sup>
15. Adjoin 7:12

Respectfully submitted Rebecca Domagala