

Duluth Human Rights Commission (HRC)

Regular Session Meeting
November 13, 2019 at 5:30PM
City Hall – 3rd Floor

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

- I. Roll Call
 - a. Commissioners present: Ashley Grimm, Mark Hakes, Carl Huber, Bettina Keppers, Princess Kisob, Ashley Neenan, Sandra van den Bosse, and Sherry Williams
 - b. Commissioners absent: Ri Preap (excused)
 - c. Others present: Carl Crawford, Human Rights Officer (HRO); Mr. Mendoza Cruz
- II. Consent agenda
 - a. Minutes from the Commission's August 14th meeting – approved
- III. Public comments - no comments
- IV. Chair Report - Kisob
 - a. Suggested locations to consider other locations and/or locations to hold the HRC monthly meeting - LGBTQ Arrowhead Resource and Community Center (LARCC) is one organization a partnership on this is being formed
 - b. Encouraged review of committee structure at our next meeting
- V. Committee Reports
 - a. Findings – no report as the committee did not meet since last HRC meeting/next meeting November 18th
 - i. Commissioner Grimms inquired about the internal response procedures for someone filing a complaint and requested an activity report be made to the HRC. Commissioner Kisob explained the process and the need for additional resources. HRO Crawford explained most cases require mediation.
 - b. Education
 - i. Commissioner Grimm reported the committee has not met in awhile but attendance at the EEAC is needed.
 - ii. Commissioner Huber inquired to follow up with legal if a Commissioner can be a member of other commissions in a role representing HRC. The answer from legal is commissioner can not serve as an HRC commissioner.
 - iii. Mr. Cruz Mendoza (community member present) is a member of Education Equity Advisory Committee (EEAC) and explained the by-laws

have recently changed to allow decisions to be made by consensus. The EEAC is an advisory committee to the Duluth School Board. The education committee meet to decide a person who would attend since now the commissioner would be able to designate their opinions and vote is representing their own ideas and not in a role as an HR Commissioner.

- iv. Commissioner van den Bosse read the following email that she had received from Dani Dunphy:

I am a part of a community group called Education Equity Alliance. We have been following the talks by the Duluth School Board about their recommendations for the new Superintendent search. There has been talk about not allowing public input into the hiring process. We are trying to get as many people together to come to the school Board meeting on November 19th at 6:30 who would like to either address the board about the importance of having the community involved in all parts of the hiring process. We think that this is very important especially because there are no diverse voices at the table with the school board and the only way that there can be input from the diverse community is to have public involvement. We will be there to advocate for the process to be open, transparent and that there be community voices, especially from our marginalized communities involved in every part of the process. If the Human Rights Commission would like to be there to speak about this as a human rights issues, I think it would be a great help. Thanks, Dani Dunphy

1. The Commissioners discussed and approved support of the Education Equity Alliance request. Commissioner Grimm will draft a statement in collaboration with Commissioner Neenan and Huber to be read by Commissioner Grimm at the November 19th Duluth School Board meeting
- c. CEDAW – This group has not had the critical mass of support or interest. If any other commissioners are interested, let Commissioner Grimm know.
- d. HR Rubric - The rubric has been completed and the score increased significantly. The results are not public yet but will be soon.
- e. Homeless Person’s Bill of Rights - This group is just starting to meet again after a short hiatus. Their current focus is on the Essentia housing plan. Commissioner Kisob will reach out to Noah for findings on the hygiene facilities study.
- f. Pride weekend - Attended pride parade in Superior and handed out candy. We will consider looking into expanding our role at pride in 2020.

- g. Police Protective Gear - The group is still meeting but they are close to being done with the policy. As soon as it is complete the CRB will decide how many public meetings there will be to present the policy to the community.
- VI. On boarding and Strategic Planning
 - a. Commissioner Huber will contact a consultant to facilitate a strategic planning retreat. He reported that Ms. Laura Laaksonen, Human Rights Assistant, has drafted a HRC Onboarding Information manual for new members and this information will be provided to three new commissioners.
- VII. Community Structure/Consolidation - Commissioner Kisob is requesting we look into consolidating the committees
- VIII. Planning for holding meetings in the community, meeting LARCC - Having a meeting at LARCC is in the works and having other meetings in the community about other human rights issues will continue to be discussed.
- IX. Community Correspondence - Jesus Lucero with Out Front MN - Jesus Lucero would like the commission to know about the conversion therapy ban. He will come to a meeting to present.
- X. Human Rights Officer Report - The Race Card Project is currently happening and will be at the main branch of the Duluth Public Library until November 30th.
- XI. Adjournment 7:05pm

Respectfully submitted by Commissioners Huber and Neenan