



**Planning & Development Division**  
*Planning & Economic Development Department*

Room 160  
411 West First Street  
Duluth, Minnesota 55802



218-730-5580



planning@duluthmn.gov

**AFRICAN HERITAGE COMMISSION - MINUTES**

**Thursday, September 14, 2023 | One Roof Community Center | 12 E 4<sup>th</sup> St, Duluth, MN 55802 | 6:00p**

**Commissioners Present:** Njoki Kamau, Ayana Izala, Bernice Pepper, Melissa Grimes, Jeanine Schroer

**Absent:** Archie Davis, Vanni Hayden

**1. Call to Order: 6:13pm**

**2. Public Comment:** Emma, a student from St. Scholastica and intern of Carl Crawford came to observe at the meeting.

**3. Approval of August 10th, 2023 Meeting Minutes:**

Commissioner Schroer made a motion to approve the minutes, second by Commissioner Izala.

**MOTION/Second: Schroer/ Izala Vote (3 abstain-2-0) APPROVED**

**4. Meeting Topics:**

**a) Racial Harassment Ordinance:**

- The Director Adam Fulton talked about the discrimination ordinance and the appropriate next steps of racial discrimination. Brochure was passed around to the commission from Toronto on how they handle certain issues. Discussion also revolved around examples from Minneapolis of the 363A chapter from the state, and Seattle. Chair Izala stated that in the state law it says nothing about race. Some organizations define race, but others do not.
- Commission suggested inviting Human Rights Officer Carl Crawford to the next meeting. Commissioner Grimes stated that inviting the HRO would help with the creation of the ordinance more impactful. She also stated that meeting with commissioners from Minneapolis would assist with comparison on the route their city has taken, and to learn parameters.
- The commission also brought up the example of the crown act, and how certain ethnicities need to be protected. The problem is that white supremacy is shown as normal in some instances of regulations within schools, and the workplace.
- Commissioner Pepper asked if there could be a town hall meeting so that they can ask the community about what issues are happening real time. This needs to be in a good location, at a decent time, and have notification well in advance.
- Commissioner Kamau gave an example of a study she was apart of that gave the narrative that you "can't always prove racism". Therefore some of the issues brought up, may still not pass as racism. The commission would like a meaningful outcome.

Chair Izala made a motion to proceed with action steps on racial discrimination ordinance, second by Commissioner Schroer.



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**MOTION/Second: Izala / Schroer Vote (5-0) APPROVED**

**b) Unity Fund Grant Submittal**

Manager Pervenanze went over the wording of the narrative put together. He asked the commission who would like to be on the second portion of the grant application for the 2<sup>nd</sup> round. Commissioner Pepper stated how there were talks of a cultural center with the previous members of the commission.

**Vote on Unity Fund Grant Submittal Vote (5-0) APPROVED**

**c) Ordinance Establishing the Commission**

Director Adam Fulton stated that city staff is still working on the language of the ordinance, and the delay is due to commission re-alignment within the city. He is anticipating November/December. Will get the language to the commission to vote on as soon as possible.

**Next Steps:**

- Racial harassment ordinance with Carl Crawford
- Meet with Minneapolis Commission for networking
- Locations and logistics on setting up town hall meeting
- Approve agenda for next month

**Adjourn (Next meeting, June 8, 2023)**

**MOTION/Second: Izala / Schroer Vote (5-0) APPROVED**

**7:34pm**