

Duluth Human Rights Commission (HRC)

Regular Meeting - minutes

Wednesday, January 12, 2022 @ 5:00pm

City Hall via WebEx

1. Call to Order, Welcome, and Introductions
 - a. Meeting called to order at 5:06pm
 - b. Commissioners present: Commissioner Keppers, Commissioner van den Bosse, Commissioner Lue, Commissioner Huber, & Commissioner Lyons
 - c. Commissioners absent: Commissioner Jaramillo (excused)
 - d. Guests: Human Rights Officer (HRO) Carl Crawford, Human Rights Assistant (HRA) Laura Laaksonen, Duluth Indigenous Commission Chair Babette Sandman
2. Consent of Meeting Minutes - December 8, 2021
 - a. Motioned to approve by Commissioner Huber; seconded by Commissioner van den Bosse; approved unanimously by the Commissioners
3. Consent of Today's Agenda
 - a. Motioned to approve by Commissioner Lue; seconded by Commissioner Huber; approved unanimously by the Commissioners
4. Public Comments
 - a. Written public comments submitted prior to the meeting:
 - i. None
 - b. Live public comments via WebEx
 - i. None
5. Guest Speaker: Babette Sandman, Chairperson of Duluth Indigenous Commission
 - a. Shared initiatives that the Duluth Indigenous Commission are working on, including:
 - i. February 12, 2022, 1-2:50pm, 3-5:50pm, One Roof Housing, Photo Voice Project highlighting Elder, adult and youth voices through photography
 - ii. Last Thursday of each month, 6pm, One Roof Housing, Monthly Sobriety Feast to celebrate
 1. HRC commissioners are invited to attend and share support
 - iii. People in transition housing project looking at what camps are experiencing and what can be done
 - iv. Chief Buffalo project with direct descendants
 - v. Indigenous People's day, highlighting food, culture and language, but also recognizing hardships
 - vi. Sober Squad Sunday talking circles to help form sober community and do activities
 - vii. Racial Bias Taskforce
 - viii. Educational needs in community and what is happening with indigenous youth
 - ix. Plans for a fire when it gets warmer to send prayers out to the city

- x. Reviewing the thought process the Commission uses and how colonization might impact that
 - xi. Possible round dance Feb. 5th (pending Covid situation) at Washington Center
- b. How can the Duluth Indigenous Commission and the Human Rights Commission collaborate?
- i. Looking at housing concerns, especially concerning landlords and heating concerns
 - ii. Evaluating what types of complaints we receive and how Human Rights Officer Crawford can be one of the first called when issues arise.
 - iii. Proactively collaboratively sharing events when they are scheduled
 - iv. Continue to guide Human Rights Commission work by complaints to keep this work relevant
 - v. Attend the Sobriety Feast and show support by introducing ourselves and sharing how proud we are of our fellow community members
 - vi. Commissioner Keppers will follow up with Chairperson Sandman on HRC visit to Sober Squad
6. Executive Team
- a. Review and Discussion of Bylaws
 - i. Revision tabled until a City Attorney can join meeting
 - b. An email was received by some members of the Human Rights Commission expressing concern on the consensus model proposed in the new bylaws and how consensus votes work if not all commissioners do not have a shared view of human rights.
 - i. Human Rights Assistant Laaksonen will share email with the Commission so all are aware of the expressed concern.
 - c. Committee assignments will be created based on the 2022 work plan and work flow. Upcoming assignments for the committees include:
 - i. Communications committee:
 1. Will email Mayor Larson the 2022 Work Plan
 2. Will create flyers for upcoming educational sessions
 3. Requesting additions to website (recordings, workplan, update website to make more user friendly)
 - ii. Events committee:
 1. Educational series centered on educational disparities in the Northland looking at disparities and access. Brainstorm panel speakers. Discussion on focus of these panels, including participation from non-profits who work with youth, school representation, and student/parents. Plan is 60-90 minute sessions and include speakers who are representative of city demographics.
 2. Event highlighting intersection of race and discipline. Commissioner Huber looks for opportunities for parents to share their experiences with ISD 709. Looking for an opportunity to not

only speak out to people, but hear stories to change systemic behaviors. Opportunity to vent, look for solutions and continue the work that started prior to Covid. Idea of how to conduct this event has been tabled until after the following meetings have occurred:

- a. The EEAC meeting and the Building Strong School Communities Together meeting are looking for community feedback. Commissioner Lyons forwarded invitations to HRA Laaksonen
 3. Outreach to 3 different organizations to introduce/reintroduce the HRC.
7. Sub-Committee Report
 - a. Findings Committee: Meeting moved in recognition of MLK Day
 - b. Communications Committee: Working on tasks identified earlier
 - c. Research Committee: Human Rights Campaign Equality Index
 - i. Look at city-wide anti-bullying program, especially for the LGBTQIA community
 - ii. The Commission cannot do any work at this point due to collective bargaining agreements and human resources
 - d. Events Committee: No updates at this time
 - e. Racial Bias Audit Update: No updates at this time
 8. Human Rights Officer Report - Carl Crawford
 - a. Challenges around extreme cold and for people experiencing homelessness
 - b. Conversations around voting with the League of Women Voters and the importance of voting
 - c. MLK Day events:
 - i. March in Duluth will not happen this year
 - ii. NAACP local virtual event
 - d. Employment and Covid: People who are vaccinated are being put on frontline to face the public. Will follow up.
 9. Request for Agenda Items for Next Meeting
 - a. Looking at future meeting dates to assure quorum
 - i. July meeting suspended
 - b. Chair Keppers will send out an email asking for more agenda item requests closer to the date of the February meeting
 - c. Upcoming events:
 - i. January 19, 6:30 "Walking with my ancestors" event
 - ii. March 15, 6:30 "Redlining in Duluth" event
 10. Adjournment
 - a. Meeting adjourned at 6:32pm
 - b. Commissioner Huber motioned; Commissioner van den Bosse seconded

Minutes respectfully submitted by:
Sarah Lyons