

## **Duluth Human Rights Commission (HRC)**

Regular Meeting - minutes

Wednesday, June 14, 2023 @ 5:30pm

City Hall Room 330

1. Call to Order
  - a. Meeting called to order at 5:40pm
  - b. Commissioners present: Commissioners Jaramillo-Kraemer, Lue, Lyons, Keppers, & Huber
  - c. Commissioners absent: Commissioner Wittenberg
  - d. Guests: Human Rights Officer (HRO) Carl Crawford
2. Consent of Minutes - May 10, 2023
  - a. Motioned to approve by Commissioner Huber; seconded by Commissioner Lyons; unanimously approved
3. Public Comments and Written Comments
  - a. Written public comments submitted prior to meeting
    - i. None
  - b. Live public comments
    - i. There are a couple of Juneteenth events happening this weekend - attend or volunteer if you can!
    - ii. There will also be an Elders Luncheon on Friday at City Hall
    - iii. There is a CJMM Day of Remembrance event tomorrow at noon
4. Executive Team Report
  - a. The Executive Team met and discussed our public Facebook statements
    - i. After this winter of our statements not being posted due to posts about weather, the Executive Committee is looking to have a meeting with Kelly in the fall to prepare for the next winter
  - b. The Commission report to City Council is on June 16 at 6pm
    - i. The powerpoint is made, and commissioners should send headshots to Marsha for the powerpoint presentation
5. Follow Up from School District Discussion
  - a. We can send a thank you for the collaboration, and continue to express our desire to continue collaborating with them in the future, and possibly invite them to come back on an annual basis
    - i. Marsha will draft an email, and send it to Laura to review and send
  - b. Commissioner Huber - wants to discuss having the listening sessions that we talked about at the previous meeting, and that we should not lose sight of this ongoing concern
    - i. Possibly in the letter, this can be included, and extend an offer to facilitate these conversations and listening sessions
    - ii. Commissioner Lyons - would it be possible to send something out with all of the first-week paperwork that parents get - something about what the Commission is, and tailored to children and families in the school system

- c. Officer Crawford - sometimes marginalized families cannot make it to PTA meetings. How do we make sure that these parents still have a strong voice in making change?
6. Findings Committee Report
- a. Six cases were discussed at the last Findings Committee Meeting:
    - i. Still working with a continuing case from previous meetings regarding a woman attempting to get her foster care license back with the state of Illinois. Carl has a meeting regarding this case on June 15.
    - ii. Another continuing case from previous meetings regarding a woman whose car was damaged while it was being taken by police because of a warrant. Her house has now been raided by law enforcement, and she claims that law enforcement was making jokes about her while her house was getting raided.
    - iii. A man who works on a janitorial staff, who did not disclose if he has a disability or not, was being called slurs about people with disabilities by a coworker. This man has reached out to his regional manager, and no one helped. After some time, this man yelled at the coworker who was calling him slurs, and the man got suspended from work. Carl is looking through the man's employee handbook, and is setting up a meeting with the man and his supervisor.
    - iv. A woman is challenging the money that certain victim-serving agencies receive from the city. Claims that she was abused by the Catholic Church in her childhood, and there were no resources made available to her. Carl is working on connecting her with resources now.
    - v. A man with schizophrenia has been trespassed from the library for being too loud on the computers, and this is the only place he has internet access. Carl is working with the library on a plan for this man to have internet access somehow.
    - vi. Another continuing case from previous meetings regarding the man with disabilities who got kicked off of his only method of transportation service. The company has not yet gotten back to Carl, and Carl will eventually be visiting the company.
7. Racial Bias Audit Update
- a. Met last Friday
  - b. The report should be ready to go in August and they would like to present those results to the community
    - i. Request: can the HRC host the first community educational session in August? This could be either during the regular meeting, or could be held at different time during the month
      - 1. Commissioner Keppers: If elections are happening that meeting, it might be hard to do an abbreviated meeting. There would also be more opportunity to connect if they happened at two separate meetings
    - ii. If we are able to host it, where would it be?

1. We expect a larger turnout due to this project's publicity - Council Chambers might be a good option
      - a. Officer Crawford can check to see what that room's availability is for the week of August 9th
      - b. We would then have a special session called for a replacement to our regular meeting time
    - iii. They also want to record the presentation, and would like to know if that would be possible
      1. Especially considering the presentation will not be livestreamed
      2. The presentation can be recorded
8. Announcements and Upcoming Events
  - a. Report to City Council (6/26 @ 6pm)
    - i. Does the PowerPoint need to be on a flashdrive?
      1. Yes, and email it to Carl and Laura as well
  - b. Upcoming elections
    - i. Elections are in August, and nominations can happen at this meeting or the August meeting, or at both meetings
      1. We are also down by three general commission members
  - c. No July Meeting
  - d. Pride participation
    - i. Commissioner Lyons - it is a missed opportunity that we don't have a table at the Duluth-Superior Pride Festival
    - ii. Do we want to do the parade, table, or both?
      1. The commissioners present at the meeting favored tabling over walking in the parade
    - iii. We can ask the Pride organizers if they would waive the fee for us, and check in with other City Commissions to see if other commissions would want to table with us
      1. It is \$250 for a reserved table with two chairs for the day
9. Human Rights Officer Report
  - a. Wrapped up the final DEI work at UWS
    - i. They are looking for folks to be a part of next year's cohort
  - b. The lockers are open for people to store their belongings at the Damiano Center
    - i. There are still some things that cannot be stored in the lockers, including food
    - ii. There are around 70 bins, with someone working to coordinate them, so the lockers do have set hours
  - c. The snow removal task force continues to meet, in three categories:
    - i. Roadways
    - ii. DTA
    - iii. Pedestrian walkways
  - d. Did a presentation for the admin team at St. Lukes
    - i. Had great conversations about biases and labeling others

- e. The Juneteenth celebrations are here. There is also a Juneteenth celebration at the Capitol in St. Paul this year
  - f. Coverage around the benefits change that happened because of Covid
    - i. Folks have lost income and benefits, and more will change in 2024
    - ii. We do have Navigators in our community, but there may be a need to host an information session so that people receiving healthcare currently have to information to continue to do so
  - g. The Commission on Disabilities brought to our attention that the R word has been used in schools, and was told by an administrator that that is not a slur
    - i. We may be asked as a commission to support their letter stating that the word should be considered a slur because of its history and impact
  - h. The Trans Joy event was this past weekend, and there were some online threats regarding some storytelling that was happening
    - i. Nothing arose from those threats, but still very concerning and on the rise in our community
10. Additional Public Comments and Commissioner Comments
- a. None
11. Request for Agenda Items for Next Meeting
- a. Can be sent to Laura for the August meeting
12. Adjourn
- a. Meeting adjourned at 6:50pm
  - b. Next meeting is possibly August 9, 2023, depending on when the Racial Bias Audit presentation happens

Minutes respectfully submitted by:  
Tyra Jaramillo-Kraemer, Secretary