

**MOORHEAD HUMAN RIGHTS COMMISSION
DRAFT MINUTES
MAY 8, 2007
7:00 PM
CENTRO CULTURAL
1014 19TH ST S, MOORHEAD, MN**

Members Present: Dr. Richard Adler/Chair, Tammie Yak/Vice-Chair, Phyllis Emmel, Brian Arett, Dorene Neeland, Miguel Balderas, Kevin Kopperud, Stephanie Chimeziri, Del Rae Williams, Erin Clark, and Stephanie Clark.

Members Absent: Diane Wray Williams/City Council Member, and LaVerne Czichotzki.

Others present: Ryan O'Keefe/Staff Liaison.

CALL TO ORDER/ROLL CALL/INTRODUCTIONS: The meeting was called to order by Chair Adler at 7:05 p.m.

AGENDA AMENDMENTS/APPROVAL OF AGENDA: Staff suggested that the Commission consider a request from the "FM Extra" that the Moorhead Human Rights Commission support mental health awareness during National Mental Health Month by purchasing an advertisement in the publication during the weeks of May 11th and/or May 18th. Vice Chair Yak requested that consideration of a resolution drafted by Outfront Minnesota in support of legislation enabling benefits for domestic partners. The Vice Chair also requested the Commission discuss what type of product they would like to see come out of their Mission Statement workshop with Chelle Lyons Hanson at the next meeting. Ms. Emmel asked that a discussion of the upcoming PEPP Fest be added to the agenda ***Action*** Ms. Emmel moved, seconded by Vice Chair Yak, to approve the agenda with the previously stated topics added to Item 11-New Business, which motion passed with unanimous approval.

APPROVAL OF MINUTES FROM APRIL 10, 2007 MEETING: Vice Chair Yak requested a couple of amendments be made to the draft minutes. ***Action*** Ms. Williams moved, seconded by Mr. Balderas, to approve the April 10, 2007, meeting minutes as amended to reflect comments from Vice Chair Yak, which motion passed by unanimous approval.

CITIZENS TO BE HEARD: None.

CITIZEN CONCERN REPORT: On February 22, 2007, a citizen concern report regarding an alleged incident that occurred on February 18, 2007, was filed with the Executive Committee for its investigation. Vice Chair Yak met with the individual on one occasion, but has been unable to contact them since. ***Follow-up Action*** Staff will send paperwork required for filing complaints with the Minnesota Department of Human Rights to the individual with a letter informing them that, if the individual does not contact the Commission within 60 days, they will consider the matter resolved.

REPORTS OF THE CHAIR/OFFICERS/COMMISSIONERS/COMMITTEES:

Chair: Chair Adler reported that he has been unable learn if the Fargo Human Relations Commission would be interested in partnering with the Moorhead Human Rights

Commission to build and staff a Human Rights Center, possibly to be located at the new Trollwood Performing Arts Center location. The Chair sought the support of the Commission to approach John Marks of Trollwood to discuss the concept without the inclusion of the FHRC. There was a general consent among the Commissioners present for him to do so.

Outreach Committee: The People Escaping Poverty Project (PEPP) office, located at 116 12th Street South, Moorhead, Minnesota, was announced as the location for the July Commission meeting. There are tentative plans to hold a Commission meeting at Churches United for the Homeless sometime in September or November.

Ms. Emmel announced that PEPP Fest will be held on June 9, 2006 at 4:00 P.M. at Romkey Park. She encouraged members of the Commission to attend.

Education Committee: The next meeting of the Education Committee was announced for Tuesday, May 15th at the Moorhead Moxie Java.

COMMISSION STRATEGIC PLAN (GOAL 4): At the March 13, 2007, meeting, a draft of the Strategic Plan was approved by the Commission with the exception of Goal 4/*Develop a plan to fund the Commission and its priority programs*. The Commission decided further discussion regarding Goal 4 was necessary due to opposition expressed by some members of the Community. Two basic types of opposition were expressed: that fundraising efforts by the Moorhead Human Rights Commission would compete with the fundraising efforts of other local nonprofit organizations and that the City of Moorhead should be responsible for fully funding its commissions. ***Action*** Mr. Arett moved, seconded by Ms. Williams, to approve Goal 4 of the Commission Strategic Plan as drafted, which motion passed by unanimous approval.

REVIEW OF CITIZEN CONCERN PROCESS: The Commission conducted a review of their "Citizen Concern Process" in order to improve the process and to make it more accessible to citizens. The issue was discussed and Chair Adler agreed to draft amendments that reflected the discussion and bring them forward to the next meeting. Mr. Arett requested that staff research the Data Practices Act implications for the Human Rights Concern Process.

MEDIATION TRAINING OPPORTUNITIES AND COSTS: Mr. O'Keefe reported the results of his research on mediation vendors and, he is recommending Kristine Paronica, J.D. and the UND Conflict Resolution Center. The Center's ½ day rate is \$175 per hour for a customized workshop for 1-12 participants. The trainer will also travel to Moorhead to conduct the workshop so long as travel fees, set by the State of North Dakota, are covered. ***Action*** Vice Chair Yak moved, seconded by Ms. Emmel, to approve the expenditure of funds from the Otto Bremer Grant to procure mediation training from the UND Conflict Resolution Center for the above listed rates, which motion passed with unanimous approval.

Mr. O'Keefe requested the assistance of Commissioners who are familiar with mediation techniques to craft a customized workshop. ***Follow-up Action*** Mr. O'Keefe and Mr. Arett will collaborate with the vendor to craft a customized workshop.

PROTOCOL FOR SENDING LETTERS FROM THE COMMISSION: Two issues were discussed in regard to this item:

- Allowing Commissioners sufficient time to review the language of proposed letters prior to discussion so that they do not feel rushed
- Clarifying with City Officials what role and authority the City has in overseeing and approving letters from the Commission to outside parties and agencies

Action Ms. Chimeziri moved, seconded by Ms. Williams, that all letters to be sent by the Commission be submitted for review by all members of the Commission no later than the Friday prior to the Commission meeting at which it is seeking approval, which motion passed with unanimous approval.

Mr. Arett requested that staff determine if City Council Members and Staff expect the Commission to submit letters to them for approval prior to being sent.

NEW BUSINESS: The following items were added to the agenda.

FM Extra Request: The FM Extra requested that the Commission purchase an advertisement in a special section of the May 18, 2007 FM Extra that focuses on mental health issues. No motion was made to support such and expenditure.

Domestic Partners Resolution: The Commission considered a model resolution drafted by OutFront Minnesota that supports legislation by the Minnesota Legislature that would allow local units of government to define “dependent” for the purpose of extending benefits. Vice Chair Yak moved, seconded by Ms. Emmel, that the Commission advise the City Council to adopt a resolution substantially similar to that proposed by OutFront Minnesota, which motion passed with unanimous approval.

Mission Statement Workshop: Vice Chair Yak announced that Chelle Lyons Hanson will be coming to the next Commission meeting to conduct a workshop to revise the Commission’s Mission Statement. There was consensus on the Commission to work within the framework of the current Mission Statement, as opposed to starting anew.

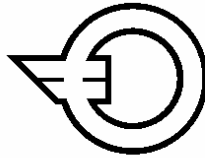
APPROVAL OF COMMISSION EXPENDITURES: None.

ADJOURNMENT: Meeting was adjourned by the Vice Chair at 9:08 p.m. The next meeting is scheduled for June 12th at 7:00 p.m. in the City Council Chambers.

Goal 4: Develop a plan to fund the Commission and its priority programs.

Objectives and Action Steps	Who's responsible?	Deadline for completion
Obj. A: Participate in fund development training.		This Goal will be reevaluated at the February Commission Meeting
1. Research the options for training.		
2. Identify the key Commissioners to attend the training		
3. Share the ideas learned at training with the whole Commission.		
4. Identify a sponsor/partner to work with on Human Rights education.		
Obj. B: Determine a fundraising goal.		
1. Identify the specific needs for financial resources (programs barriers, etc.)		
2. Estimate the cost of each specific need		
3. Assign a percentage of the total amount to be raised to business sponsorships, special events, grants and individual/organizational contributions.		
Obj C: Develop a strategy for securing business sponsors.		
1. Identify 10 possible business sponsors and a key individual within the organization.		
2. Develop a proposal for sponsorship including a letter of introduction.		
3. Identify a point person to ask		
Obj. D: Plan annual fundraising events.		
1. Evaluate current events for their fundraising potential.		
2. Brainstorm alternative events that have fundraising potential.		
3. Plan appropriate number of events to meet the fundraising goal.		
Obj. E: Secure funding from foundation/grant sources.		
1. Recruit a student advisory committee to help search for available and appropriate grant opportunities.		

2. Recruit 2-3 Commissioners to serve on a Grants Committee and take the lead on writing and submitting grants.		
3. Recruit community members to serve in an advisory capacity on the Grants Committee.		
Obj. F: Evaluate the potential for soliciting individual contributions.		
1. Research City policy about solicitation of individual contributions.		
2. Brainstorm options for asking individuals to contribute.		
3. Implement one strategy for asking individuals to contribute.		



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310 38th Street, Suite 204 • Minneapolis, MN 55409 • www.outfront.org
C Scott Cooper – 651.260.9950 • Monica Meyer – 612.817.3480

Sample Resolution:

WHEREAS, _____ has an interest in reducing uncompensated health care costs and improving access to health insurance; and

WHEREAS, a primary source of affordable health insurance coverage is through the benefits offered to the employees of _____; and

WHEREAS, current state law restricts the ability to _____ to offer employee benefits, including health care coverage, to family members beyond a spouse or minor child; and

WHEREAS, hundreds of Minnesota's private sector employers have expanded the definition of "dependent" to allow other household members to be covered in employee benefits programs, including 3M, Medtronic, General Mills, Best Buy, IBM, Target Corporation, Mayo Clinic, Travelers and Xcel Energy; and

WHEREAS, _____ risks losing talented and well-trained employees to the private sector due to the inability to offer comparable benefits packages; and

WHEREAS, legislation introduced in the Minnesota Senate and Minnesota House would remove this restriction and allow local units of government to determine what benefits packages work best for their employees, as well as remain competitive with private sector employers; therefore

BE IT RESOLVED, that the _____ supports legislation allowing local units of government to define "dependents" for the purpose of employee benefits programs.