

MOORHEAD HUMAN RIGHTS COMMISSION 2003 ANNUAL REPORT

The Moorhead Human Rights Commission (MHRC) was established in 1990 by City Ordinance to educate and inform the community on issues pertaining to human rights; to secure for all persons equal opportunity in education, employment, housing, public accommodations, and public services. In addition to the Commission's monthly meeting activities, individual members are involved in a variety of human rights work in the community.

PURPOSE

The purpose of the Commission is to secure for all persons, whether residents or visitors equal opportunity in education, employment, housing, public accommodations, and public services and full participation for all Moorhead citizens in the affairs of this community.

The MHRC deals with the social issues of discrimination as they pertain to human rights. This is relayed in the Minnesota Human Rights Act No. 363. The section prohibits discrimination in education, employment, housing and real property, public accommodations, public service, credit services, and business.

The Minnesota Human Rights Act makes it illegal to discriminate against a person because of:

- | | | |
|-------------------|--------------------------------------|-------------------|
| ▪ Race | ▪ Sex | ▪ Disability |
| ▪ Color | ▪ Marital status | ▪ Age |
| ▪ Creed | ▪ Sexual orientation | ▪ Familial status |
| ▪ Religion | ▪ Dependence on
public assistance | |
| ▪ National origin | | |

MISSION

The mission of the Moorhead Human Rights Commission is to educate and advise the community on human rights issues.

MEMBERSHIP

Current Members:

Brian Arett, Andrew Conteh, Aisha Salih, Lynne Kovash, Alex Kenyi, Greg Lemke, Richard Adler, Alicia Rodriguez, Johnathan Judd, Del Rae Williams, Jeremiah Nelson

Membership Activity:

January: Brian Arett, Andrew Conteh, Aisha Salih, Lynne Kovash, Alex Kenyi, Roger Buscher, Mary Davies, Rick Henderson, Alicia Rodriguez, Martha Cavosoz, Greg Lemke (non-voting council member)

March: Roger Buscher, Mary Davies, Rick Henderson terms ended.

April: Richard Adler, Johnathan Judd, Del Rae Williams appointed.
Greg Lemke council member becomes voting member.

May: Martha Cavosoz resigned.

June: Jeremiah Nelson appointed.

Membership included persons from protected classes under the Minnesota Human Rights Act No. 363 including race, color, sexual orientation, age, and disability.

March Election of Officers:

Brian Arett, Chair

Alicia Rodriguez, Vice-Chair

Grievance Committee: Brian Arett, Alicia Rodriguez, and Aisha Salih

League of Minnesota Human Rights Commission Representative:

Johnathan Judd, Region 3 Director of LMHRC

City of Moorhead Staff:

January-March: Lisa Vatnsdal

April-December: Kim Wangler

25% of Kim Wangler's salary has been allocated to assist the Moorhead Human Rights Commission and is funded through the CDBG grant.

Paid Intern

January- August: Sarah Ann Saylor

Volunteer Intern

September-December: Kristin Larson, MSUM Volunteer Intern

TARGETED AREAS

I. Human Rights Awards/Martin Luther King Jr. Day

On January 21, 2003, the MHRC hosted the seventh annual Human Rights Awards.

Recipients were nominated by citizens in recognition of their contributions to this community in the furtherance of human rights. 2003 recipients are as follows:

Elizabeth Swee: Elizabeth has dedicated her service to the Dorothy Day Food Pantry where she has just celebrated her one-year anniversary as director, prior she was a volunteer for Hospital Auxiliary, serving on the board for Camp Fire, Rainbow Bridge and First Presbyterian Church in Moorhead, and training other women throughout the Midwest in anti-racism. Elizabeth received her degree from Minnesota State University Moorhead in Mass Communications and has worked with her husband, Eric, at Photographic Services, commercial photography for the past 25 years.

Reverend Clay Ellingson: Reverend Clay Ellingson was honored for his efforts to further human rights in a variety of volunteer capacities. Clay received his BA from Augsburg College, and his Master of Divinity from Luther Seminary in St. Paul. He is the Pastor at Faith Lutheran Church in Wolverton, MN. He is also active at the Dorothy Day House, serving on the board after being President for three years. During this time he has helped to make the Dorothy Day Food Pantry one of the largest in the Fargo/Moorhead area. Clay also enjoys working with the youth program in Moorhead and coaching soccer and t-ball.

Rosie Gonzalez and Stacie Loegering: Rosie and Stacie are Nutrition Education Assistants for Clay County Extension. They provide nutrition and financial management education to a diverse population with limited resources. They make sure that basic needs are met such as food and shelter. Their teamwork helps all ages from elementary school children to senior citizens. Every year they reach approximately 400 youth and 200 adults. Rosie is active in working with the Guadalupe project, Hispanic ministries, and working with the youth. She

coordinates a Mexico dance group. Prior to this she worked with Migrant Legal Services for twenty years in civil law working with migrant farm workers. Stacie works with families at risk where she has been mentoring youth for the past seven years and helping with children's out of home placement.

Jesse Rapp: Jesse is a senior at Concordia majoring in Social Work. This past fall Jesse committed three months of her education at the People Escaping Poverty Project (PEPP). She is co-leading Uniting for Equality. Jesse has also been active in Anti-war demonstrations, Homeless Awareness events, Voter Education efforts, Anti-poverty events, and Social Justice group at Concordia.

Dale Johnson: Dale Johnson has lived in the Fargo/Moorhead area for most of his life. He has been teaching Special Education at Moorhead High since 1980. Dale Johnson was recognized for helping his students participate in the Special Olympics, being involved in Pre-vocational program (which is a community base program working with the city transit system), coordinates graduation ceremonies through the Arc of Clay County, has also helped his students attend the prom. To add to all of this, Dale works with outside agencies to get funds for activities outside school such as Social Services, residential care, in-home support staff, and helping to prepare for secondary schooling.

Louis Ochoa, Jr.: Louis Ochoa Jr. works for the Moorhead Police Department as the Youth Services Coordinator for the Youth and Family Division. He is being recognized for his service at the Alternative School, Youth Intervention, and Restorative Justice where he works with minor offenses and teaches a one-hour class to elementary and junior high kids. Louis is also in charge of community service placement and helps youth ages 13-18 living in shelter care. Louis has lived in the Moorhead area most of his life and attends Minnesota State University Moorhead to further his education in Criminal Justice.

Sandra Berlin: Sandra Berlin is a voice within the Native American Community. Sandi is a Field Organizer in the Minnesota Indian Ecumenical Ministry program of the Minnesota Council of Churches, a founding member and current co-facilitator of the Moorhead Justice Circle (which addresses racial justices and equal opportunity in Moorhead), All Nations Youth Group, Northern Plains Voices, YWCA (promoting anti-racism), People's Churches in Bemidji, Prayer Talking Circles. Sandi also writes a monthly column for the Fargo Forum.

Darren Leno: Darren is Vice-President of Christ the King Congregation, served on the board of Churches United from 1997-2003, and was the board president. Darren has not only served the people in our community, but also has helped elsewhere. In Chicago he volunteered at the Lincoln Park Homeless Shelter, and in New Orleans he volunteered at the Sister of St. Vincent de Paul. Darren graduated from Oak Grove High School and proceeded to earn his BA from the University of Minnesota and his Masters degree from the University of New Orleans. Currently Darren works for Microsoft Business Solutions as the Business Developer Manager for New Products and Services.

Susan Halvorson: Susan Halvorson was recognized for her service at the Dorothy Day House, where she has been live-in staff for three years. Susan also has done volunteer work for the Fargo/Moorhead Coalition for Homeless Persons. She has designed their logo for buttons and letterheads. To add to this Susan has done an internship at the Veterans

Administration Center focusing on helping combat veterans with post-traumatic stress symptoms. She works with both individuals and co-facilitated groups. Susan is working for her Masters Degree in Social Work. She will graduate in May from the University of Minnesota in Saint Paul.

Minh Tran: Minh Tran came to the United States from Vietnam in July 1979. In December 1979 he began working with Refugee Immigration Services in Moorhead. For thirty-two years he helped refugees learn English, find jobs, and begin their new life. Even though Minh is retired he still continues to donate his time to Lutheran Social Services and received Income Tax training to do more volunteer work.

David and Lois Smedstad: David and Lois were honored for their efforts to further human rights. Their interest in human rights began some years ago when they sponsored refugees from Vietnam. Both are very active members of Trinity Lutheran where Lois taught Sunday school for twenty years and also served as children's Education Director helping disadvantaged kids. Adding to that Lois is currently on the board of Dorothy Day. David is Trinity Lutheran's Business Administrator where he oversees the use of the building for the needs of the community. David has also been known as the person to turn to when someone is in need of food, shelter, or transportation.

II. Civil Rights Review – “The Status of Equal Opportunity of Minorities in Moorhead, MN”

In January 2003 the Moorhead City Council discussed the Moorhead Human Rights Commission recommendations. The council recommended a task force be established to consider the recommendations. Task Force members included: MHRC Chair Brian Arett, Bruce Messelt, City Manger, Marty Soeth, Fire Chief, Grant Weyland, Chief of Police, Greg Lemke, Council Member, Walter McDuffy, former MHRC member.

In May 2003 the Moorhead Mayor and City Council accepted the MHRC Civil Rights Review Recommendations from the Moorhead Human Rights Commission.

Appendix 1: 2003 Civil Rights Review of the Recommendations from the Moorhead Human Rights Commission

Status of Responses to Civil Rights Review:

A. Housing and Public Accommodations

- Lisa Vatnsdal, Community Development Planner, reviewed the Housing Task Force Report with the MHRC. The report is on the city website.
- The City of Moorhead supports the Tenant and Homebuyer Education programs conducted by the Village Family Service Center. Tenant participants: 719, Homebuyer participants: 621.
- The City of Moorhead also provides down payment funding and below interest mortgages through the MN Housing Finance Agency.
- One home was built in Moorhead through the Habitat for Humanity program in

2003. Land was donated by the City of Moorhead.

B. Leadership Development and Civic Participation

Students of Moorhead Action Committee (SMAC) met with the MHRC to discuss the mission of the Moorhead Human Rights Commission and issues. SMAC will begin attending MHRC meetings.

C. Human and Civil Rights Advocacy

Informed Moorhead citizens about MHRC through Moorhead's City Insights, public service announcements and on the city website.

D. Income and Employment

- Employment issues, at the City of Moorhead, were discussed with Jean Thompson, Human Resources Director. The city currently advertises job openings at 38 schools and organizations. The City of Moorhead provides a tuition program by paying tuition and books for approved courses for all Full time employees.
- The Moorhead Human Rights Awards Committee comprised of Del Rae Williams, Alicia Rodriguez and Kim Wangler revised award criteria to recognize 5 recipients in the areas of Best Practices in the Workplace, Education, Civic/Community, Non-Profit, and Youth. Three letters of recommendation are also required in the nomination process and the form is available in English and Spanish.
- Educational Planning Committee was formed, comprised of Lynne Kovash and Alicia Rodriguez.
- Human Rights Training for Businesses is being coordinated by Brian Arett, F-M Chamber of Commerce, Cultural Diversity Resources and the Fargo Human Relations Commission.

Appendix 2: City of Moorhead Public Employment Full-Time
City of Moorhead Public Employment Part-time Temporary/Seasonal
City of Moorhead General Population
Students and Teachers in Moorhead Public Schools, by Race and Ethnicity
Students in the Moorhead College System, by Race and Ethnicity
Faculty in Moorhead College System, by Race and Ethnicity
Moorhead Police Department Demographics
Tenure by Race of Householder, 2000 Owner Occupied

E. Public Safety

Grant Weyland, Chief of Police, and Mike Kutzke, Lieutenant, responded to concerns regarding unequal levels of Traffic Stops for minorities in Moorhead and will inform MHRC of updates. The Traffic Stops reports for Minnesota and Moorhead are on the city website. The Moorhead Police Department Annual Report will be shared with the commission in 2004.

III. Key Issues in 2003

A. Human Rights Center

Cultural Diversity Resources received a grant to open a Human Rights Center and library. Elements of the Human Rights Center include: Human Rights libraries, mini bookstore, workshops, train the trainer seminars, and technical assistance/consultation.

B. Student Human Rights Survey

Prairie Rose, Fargo Human Relations Commission, presented and answered questions on a Public School Climate Survey instrument for students on issues regarding Demographics, Harassment and Discrimination Based on Race, National Origin, Religion, Gender, Disability and Sexual Orientation. MHRC endorsed the concept for the Fargo-Moorhead metropolitan area. Survey results were presented at the June 2003 meeting which will be helpful for the MHRC's Educational Planning Committee.

C. Mujeres Unidas Request for Endorsement

MHRC endorsed the Mujeres Unidas building project and encourages the City of Moorhead to donate a lot, upon which to relocate.

D. Human Rights Ordinance Modification-Sexual Orientation

The MHRC recommended to the Mayor and City Council that the Human Rights Ordinance be amended to include sexual orientation as a protected class. The ordinance was approved July 2003.

E. Access to Jobs Plan

Wade Kein, Fargo Community Development Planner, discussed the preparation for the Metropolitan Access to Jobs Plan. The MHRC discussed transportation barriers to consider when working with residents of the metro area.

F. Traffic Stops in Moorhead

Mark Hansel, Professor in Sociology/Criminal Justice Department at MSUM reviewed the Traffic Stops report with the MHRC. Hansel complimented the Moorhead Police Department on voluntarily gathering data. The report was designed at the state level. Troublesome findings: 1) American Indians are stopped at older ages than any other group. Latinos are, to a lesser degree; 2) When race is known, American Indians and Latinos are twice as likely to be stopped than when race is unknown. Despite this, searches do not find more contraband. Hansel recommended the city: 1) Collect more data; 2) Include age of vehicle; 3) Include Residency; 4) Include Survey of Driving Behavior and number of miles driven in Moorhead. Mike Kutze, Lieutenant of Moorhead Police Department, reported that the data gives the Moorhead Police Department the chance to develop strategies and policies and to address issues found in the report.

G. 2003 Events Supported by MHRC

- Jan 19 Clifton Taulbert Presentation at Concordia College
- Jan 20 Martin Luther King, Jr. Day Celebration at Fargo Theatre
- Jan 21 Moorhead Human Rights Awards at Moorhead City Hall
- Jan 29 Joint MHRC/Fargo Human Relations Commission Meeting at Fargo City Hall
- Apr 25 Building A Human Rights Community: Disability Forum at Trinity Lutheran
- May 13 Understanding Human Rights by Andrew Conteh at MHRC Meeting

(Events cont.)

- May 24 Hate Crime Response Training Workshop
- Aug 3 Hispanic Community Forum at St. Francis de Sales Church
(Coordinated by Arett and Rodriguez)
- Sept Hispanic Heritage Month events hosted by Centro Cultural De Fargo/Moorhead
- Sept 19 League of Minnesota Human Rights Commissions- 32nd Annual Conference
at Chaska, MN (Johnathan Judd attended)

H. MHRC 2003 Budget

Appendix 3: MHRC 2003 Budget

CITIZENS CONCERNS/GRIEVANCES

02-07-03. A Moorhead convenience store customer, who is a member of a minority group, reported he was not treated respectfully and was denied service because he had only a \$20.00 bill to buy a small item. The employee reported stated, "I cannot break that." The manager gave the employee change out of the cash register; employee threw it to the customer. A letter was written on behalf of the Moorhead Human Rights Commission to the employer regarding this incident. (Category - Business)

05-16-03. A Hispanic women felt she was discriminated against, related to race. A Moorhead grocery store and Moorhead police officer had detained the woman and her boyfriend for stolen merchandise. No merchandise was found. The employee and Moorhead police followed the women and her boyfriend up and down food isles to find missing items. The woman was referred to the MN Department of Human Rights and to the Moorhead Police Department to file her complaint. Her phone was disconnected so the status of the complaint is unavailable. (Category – Business)

07-24-03. An individual with Fibromyalgia and chronic fatigue felt discriminated against, by her employer, related to disability. Employee was off of work due to a family funeral. When employee returned, another person filled her full time position. Employer's Human Resources was concerned if employee could handle the job. MHRC recommended the woman file grievance with MN Department of Human Rights. (Categories - Employment)

08-03-04. St. Francis Open Forum: MHRC and members of the St. Francis Catholic Church met and discussed concerns with regard to housing, education, police stops, and social security. Members of the commission are looking into migrant services, alternative housing programs in other cities, and addressing educational concerns. Also, collaborating with members of the Chamber of Commerce, Cultural Diversity Resources, and Fargo Human Relations Commission, a Human Rights Training program for area businesses is being

coordinated.
(Category – Public Accommodations)

FUTURE EFFORTS

- Hate Crime/Incident Response Plan Development and Training
- Grievance/Mediation Policy and Plan
- Civil Rights Review Recommendation Updates
- Grant writing to pursue Human Rights Educational Plan
- Moorhead Human Rights Commission Brochure printed in Spanish and other languages.
- Human Rights Workshops for City Employees
- Educational Planning Committee to develop 2004 Strategic Plan
- Human Rights Newsletter on City Website

Appendix 1

Civil Rights Review
*of the Recommendations from the
Moorhead Human Rights Commission*

May 2003

Moorhead Human Rights Commission Recommendations to the Moorhead City Council with regard to the Minnesota Advisory Committee to the U. S. Commission on Civil Rights report – “The Status of Equal Opportunity for Minorities in Moorhead, Minnesota”

The Minnesota Advisory Committee to the U. S. Department of Civil Rights released a report in January 2001 regarding equal opportunities of minorities in Moorhead. A grassroots citizen study circle process, the Justice Circle, occurred locally following the release of the report. Justice Circle groups convened to analyze the issues covered in the report and develop recommendations on how the community could address the issues raised in the report. The Justice Circle recommendations were forwarded to the Moorhead Human Rights Commission (MHRC), and the MHRC developed a series of similar recommendations that they felt could be addressed or influenced, directly or indirectly, by the City of Moorhead. Some recommendations, such as those related to education, were forwarded to other entities.

The MHRC released its recommendations to the Council by subject matter over the period April to October 2002. Reports include: Housing and Public Accommodations, Leadership Development and Civic Participation, Human and Civil Rights Advocacy, Income and Employment, and Public Safety. In October, the Mayor and Council received the final report and agreed to review the recommendations in April 2003.

In evaluating the recommendations of the MHRC, it is noted by this Task Force that existing federal, state, and local

regulations and policies provide much of the framework for future incorporation of, implementation of, or collaboration on these issues. Similarly, such regulatory and fiscal realities also serve, to varying degrees, as constraints to these activities. In particular, state budget issues and a necessary focus on Charter-mandated functions should serve as a backdrop to these discussions. Finally, as many of these issues have significant community-wide implications and impacts, it will prove critical for any City implementation/action to include additional public input and involvement.

Notwithstanding such constraints, each of the recommendations made in this report will, if implemented, have a positive impact on Moorhead being perceived as—and actually being—a welcoming community to all residents and visitors. As such, municipal government has a necessary role and a stake in the community's overall approach to ensuring human and civil rights.

**MOORHEAD HUMAN RIGHTS COMMISSION
CIVIL RIGHTS RECOMMENDATIONS TO THE MOORHEAD CITY COUNCIL**

I. HOUSING/PUBLIC ACCOMMODATION

	Item to Address	Scope	Policy Function	Responses
1	Implement the strategies and recommendations of the Moorhead Housing Task Force	Municipal	Policy/ Non-mandated	Many of the recommendations of the Housing Task Force have been implemented or are ongoing. The Moorhead City Council has requested the Economic Development Authority review the Task Force Report to determine what actions are necessary to continue its implementation.
2	Limit CID reports to arrests and convictions	Municipal	Policy Non-mandated	This is a recommendation of the Moorhead Housing Task Force. The Police Department is opposed to further modification to the Crime Free Multi Housing Program. City Council direction is requested.
3	Remove "calls for detox service" from CID reports	Municipal	Policy/ Non-mandated	This is also a recommendation of the Moorhead Housing Task Force. The Police Department is opposed to this modification to the Crime Free Multi Housing Program. City Council direction is requested.
4	Increase range and quality of affordable housing options each year	Community	Mandated	The City of Moorhead maintains and cultivates relationships with Minnesota Housing Finance Agency, Greater Minnesota Housing Fund, the Home Builders Association of Fargo-Moorhead, and private builders and developers in pursuit of additional housing opportunity for low to moderate income persons. The Elder's Second Addition starter home initiative and Maple Court Town homes Low Income Tax Credit project are recent examples of these efforts. Maple Court Town Homes included three and four bedroom units at the urging of the City of Moorhead and Cultural Diversity Resources. The City will continue to strengthen its community/ state relationships and provide housing information to residential developers and builders. It is recommended that the Mayor and City Council and interested parties receive a full briefing on these programs. It is also recommended that the City continue to publicize these programs.

	Item to Address	Scope	Policy Function	Responses
5	Encourage and work with groups (Habitat for Humanity and Elim Lutheran Church) to offer sweat-equity options for homeownership each year	Community	Non-mandated	The City of Moorhead has contributed three lots to Habitat for Humanity in recent years and intends to expand this relationship where possible. Habitat has conducted an average of one building project per year in the metropolitan area for the past several years. They are in possession of a lot at 308 14 th Street North, which the City donated for the purpose of affordable housing. In 2003 a site will be built. A "Rehabilitat" home (Elim Lutheran Church) at 811 5 th Street South was renovated utilizing the Habitat for Humanity model. The purchaser of this home utilized the CASA mortgage program coordinated by the City of Moorhead. The City of Moorhead will continue to strengthen its community/state relationships and provide housing information to residential developers and builders.
6	Address the housing needs of persons with disabilities	Community	Non-mandated	Newly constructed multifamily housing must comply with ADA standards and those of the International Residential and International Building Code, requiring accessibility for persons with physical disabilities. The City has encouraged developers to build additional units to accessible standards through and financing incentives in the CDBG multifamily loan program. The City refers developers and existing property owners to Freedom Resource Center to market the availability of accessible housing units.
7	Continue fair housing education as part of Crime Free Multi Housing Program and offer other seminars on fair housing	Municipal	Policy	The Crime Free Multi Housing Program is offered by the Moorhead Police Department and has an ongoing fair housing component. A fair housing training for landlords is planned for late spring 2003.
8	Further explore housing alternatives for Migrant Housing and others needing short term housing	Community	Non-mandated	The Task Force recommends refocusing efforts in this regard on Transitional Housing needs.
9	Continuously assess the transportation needs for persons with limited or no transportation alternatives	Community	Non-mandated	Ongoing MAT Function

	Item to Address	Scope	Policy Function	Responses
10	Formulate strategies for the housing needs of persons who have been incarcerated	Community	Non-mandated	The Task Force identifies this as a state-wide issue and may recommend efforts to address this at the state level.

II. LEADERSHIP/CIVIC PARTICIPATION

	Item to Address	Scope	Policy Function	Responses
1	Seek, appoint, and mentor citizens representing full spectrum of community to serve on boards and commission (diversity in race, nationality, religion, gender, age, sexual orientation, ethnic background, disability status, and economic status)	Municipal	Non-mandated	It is recommended the Mayor and City Council review and update policies regularly in the following areas, Moorhead Human Rights Ordinance, MN Human Rights Act, and Mayor and Council Appointments. The Task Force also recommends periodic advertising and web advertising to update, expand and refresh the Citizen Talent Inventory. Finally, it is recommended that each council member reach out to at least one under represented person or group this year.
2	Review process for appointing members to HRC to reduce vacancy time	Municipal	Non-mandated	The Candidate Identification Committee has convened. Timeline established. No current vacancies; No terms expiring until 2005.
3	Receive and utilize list of stakeholders from diverse communities to serve on boards and commissions	Municipal	Non-mandated	It is recommended the City update, expand and reform the Citizen Talent Inventory via periodic advertising/website form
4	Encourage diversity in makeup of Students of Moorhead Action Committee	Municipal	Non-mandated	It is recommended a letter be sent from the Mayor and City Council to SMAC to communicate the desire to promote diversity in this organization.
5	Use variety of methods to seek citizen input on policies and actions working with citizen groups	Municipal	Mandated/policy	It is recommended the Mayor, City Council, and City of Moorhead Staff be proactive in specific voluntary engagements when and where appropriate.
6	Continue support of Cultural Diversity Resources and assist other community groups	Community	Non-mandated	It is recommended that the City of Moorhead and Human Rights Commission continue its support for Cultural Diversity Resources and other groups with CDBG and General Fund contributions.

III. INCOME AND EMPLOYMENT

	Item to Address	Scope	Policy Function	Responses
1	Publicize numbers of people of color employed by City of Moorhead, Clay County and Moorhead Schools annually in Moorhead Human Rights Annual Report	Municipal	Policy	Data is recorded and distributed by U.S. Department of Commerce with copies sent to Minnesota Workforce Center and Job Services State of North Dakota. It is recommended that, in future, City of Moorhead Human Resources Division seek to track and publish numbers of people by color employed by the City in its annual report
2	City, County, and School District should continue to offer diversity and anti-racism training to employees	Municipal	Non-mandated	The City of Moorhead should continue to conduct periodic human rights, diversity, and anti-racism training to its employees. Listed are the seminars which have been conducted: Oct. 11, 2001- Dr. Andrew Conteh (Human Rights Education Workshop) June 12, 2002-League of Minnesota Cities-Diversity Nov. 14, 2002-MN Dept. of Labor and Industry-Workplace Violence/Diversity
3	City, County, and School District will continue to look at number of minority applicants hired compared with the number who apply	Municipal	Mandated	The City of Moorhead's application for employment has a section to be filled out in regards to minorities, if the applicant chooses to complete that section. The City does not publish minority hire versus applicant statistics.
4	City, County, and School District should train supervisory staff in hiring a diverse workforce	Municipal	Non-mandated	The City continually recruits minorities for every position open. The Committee may find value in recommending additional discretion in hiring practices, such as listing top 3-5 candidates and then allow selection from that list, based upon broader community criteria.
5	City, County, and School District employers should advertise open positions as widely as possible in a variety of ways	Municipal	Mandated	The City of Moorhead advertises job openings through MN and ND Job Services, local and regional newspapers, area colleges and universities. It is recommended that the City advertise on websites and in sub-market and minority –based professional journals to broaden search area.
6	City, County, and School District should consider using tuition reimbursement to help minority employees train for higher positions	Municipal	Policy	It is recommended the City of Moorhead offer a tuition reimbursement program available to all employees.

	Item to Address	Scope	Policy Function	Responses
7	MHRC should co-sponsor human rights workshop with Fargo HRC and Chamber of Commerce	Human Rights Commission	Non-mandated	It is recommended the FM Area Chamber of Commerce, Moorhead HRC, and Fargo HRC convene for the purpose of organizing a metro wide human rights workshop
8	Moorhead Economic Development Authority should encourage minority – owned business in Moorhead	Municipal	Mandated/non-mandated	It is recommended that the EDA be asked to consider and recommend direction
9	MHRC will honor “Best Human Rights Practices in the Workplace” during the annual Human Rights Award Ceremony	Human Rights Commission	Non-mandated	The MHRC created a category to honor “Best Human Rights Practices in the Workplace,” develop selection criteria, and present the honor at the annual Human Rights Award Ceremony. No nominations for 2003.

IV. HUMAN AND CIVIL RIGHTS ADVOCACY

	Items to Address	Scope	Policy Function	Responses
1	Enhance staffing level of Moorhead Human Rights Commission	Municipal	Policy	The Community Services Department has implemented this recommendation.
2	Moorhead Human Rights Commission and City Council should participate in anti-racism training	Human Rights Commission/ Mayor and Council	Non-mandated	They City of Moorhead should continue to conduct periodic human rights, diversity, and anti-racism training to its employees. Listed are the seminars which have been conducted: Oct. 11, 2001- Dr. Andrew Conteh (Human Rights Education Workshop) June 12, 2002-League of Minnesota Cities-Diversity Nov. 14, 2002-MN Dept. of Labor and Industry-Workplace Violence/Diversity

	Item to Address	Scope	Policy Function	Responses
3	Improve process for MHRC receiving and responding to citizen complaints on human rights violations (accept anonymous complaints, conduct complaint investigation, better define process for filling complaints, and acting on complaints between commission meetings)	Human Rights Commission	Non-mandated	It is recommended that the City of Moorhead staff and MHRC Executive Committee continue to address citizen complaints. Voluntary mediations have been held. Citizens have been referred to MN Department of Human Rights for investigation and enforcement, if requested.
4	Increase MHRC educational activities on racial, ethnic, and human rights issues	Human Rights Commission	Non-mandated	The MHRC has established a committee to provide educational/open forum opportunities for ethnic/diverse groups. It is recommended the MHRC to set up Ward meetings to educate community on Human Rights.
5	MHRC increase visibility in the community/enhanced public relations.	Human Rights Commission	Non-mandated	It is recommended the MHRC seek to collaborate on these efforts with City staff and elected officials.
6	Celebrate Human Rights Day annually on December 10	Human Rights Commission	Non-mandated	In 2002 and 2003 on Human Rights Day the Universal reading has been held at the Moorhead Library. It is also recommended at the Annual Human Rights Awards ceremony be held in January; Consider location with more capacity for seating and have council present and host reception prior to event.
7	MHRC collaborate with Fargo Human Relations Commission, including supporting Martin Luther King Jr. recognition	Human Rights Commission	Non-mandated	It is recommended the MHRC further collaborate with the Fargo Human Relations Commission to recognize greater Fargo-Moorhead issues and to enhance service. Agenda item for discussion at Fargo City Commission meeting.
8	MHRC meet at least annually with Moorhead Schools Human Rights Committee	Human Rights Commission	Non-mandated	It is recommended the MHRC and City staff arrange this meeting.
9	MHRC annual report summarize "vital statistics" on human rights progress in Moorhead	Human Rights Commission	Non-mandated	It is recommended the MHRC publish an annual report; Addressing employment data in annual report, as well as other relevant data.

V. PUBLIC SAFETY

	Items to Address	Scope	Policy Function	Responses
1	Publicize the Impartial Policing Committee	Municipal	Policy	It is recommended the Moorhead Police Department expand and broaden scope of IPC to become more widely known.
2	Create broad-based Citizen's Action Committee to the Moorhead Police Department	Municipal	Non-mandated	It is recommended the Moorhead Police Department expand and broaden scope of IPC to become more widely known. (The Citizen's Action Committee is the IPC.)
3	Publicize, clarify and simplify the citizen complaint process	Municipal	Policy	It is recommended the Moorhead Police Department update and educates the MHRC, publicize through speaking engagements, as well as investigate all complaints.
4	Investigate potential for interim funding to hire qualified minority applicants when current opening may not be available	Municipal	Non-mandated	MPD continue to search for funding. (Program relies on grants).
5	Identify and work to eliminate barriers to successful minority officer recruitment and continue affirmative efforts to recruit minority officers and departmental staff	Municipal	Policy	MPD continue to search for funding. (Program relies on grants).
6	Incorporate in Police Dept annual report: arrest statistics including use of force, race and ethnicity; race and ethnicity of stops; citizen complaints/resolution; status and activities of the Citizen's Advisory Committee, efforts to recruit minority employees, and strategies to improve minority recruitment and retention	Municipal	Non-mandated	It is recommended the MPD provide an annual overview as part of the Budget Report and MHRC process. Traffic data and use of force data to be included in report. State Racial Profiling data is ongoing and is evaluated by the colleges before state reviews.

VI. OTHER RECOMMENDATIONS

- Continue review of the MHRC Civil Rights Recommendations document with the Moorhead City Council on an annual basis.
- MHRC to look at issues of protective class for sexual orientation related to state law.

INCOME AND EMPLOYMENT

City of Moorhead Public Employment Full-Time

	JAN 1, 2001- DEC 31, 2001		JAN 1, 2002- DEC 31, 2002		JAN 1, 2003- DEC 31, 2003	
Male	73.3%	179	76.6%	174	77.6%	173
Female	26.6%	65	23.3%	53	22.4%	50
White (non-Latino)	97.5%	238	97.8%	222	98.2%	219
Latino	2.0%	5	1.8	4	1.8%	4
American Indian		0		0	0%	0
Black		0		0	0%	0
Asian	0.4%	1	0.4%	1	0%	0
Total Full-Time		244		227		223

Source: City of Moorhead Human Resources

City of Moorhead Public Employment Part-time Temporary/Seasonal

	JAN 1, 2001- DEC 31, 2001		JAN 1, 2002- DEC 31, 2002		JAN 1, 2003- DEC 31, 2003	
Male	52.2%	82	49.6%	64	50%	57
Female	47.7%	75	50.4	65	50%	57
White (non-Latino)	91.7%	144	93.3%	123	92.1%	105
Latino	6.3%	10	3.9%	5	3.5%	4
American Indian		0	.84%	1	0%	0
Black	1.2%	2	0	0	1.8%	2
Asian	0.6%	1	0	0	2.6%	3
Total Part-Time Temporary/Seasonal		157		252		114

Source: City of Moorhead Human Resources

City of Moorhead General Population

	Census 1990		Census 2000	
Male	46.5%	15,033	46.9%	15,096
Female	53.4%	17,262	53.1%	17,081
White (non-Latino)	95.3%	30,786	90.1%	29,001
Latino	2.7%	890	4.5%	1,439
American Indian	1.3%	441	1.9%	625
Black	0.4%	152	0.8%	247
Asian	1.0%	355	1.3%	410
Total Population		32,295		32,177

Source: 1990 and 2000 U.S. Census

EDUCATION

Students and Teachers in the Moorhead Public Schools, by Race and Ethnicity

2002-2003	Student Percent**		Teacher Percent**	
White	84.8%	4,656	98.6%	448
Latino	8.6%	473	.08%	4
American Indian	3.1%	172	.02%	1
Black	2.0%	109	.02%	1
Asian	1.5%	81	0%	0
Total Population		5,491		454

Source: **The Status of Equal Opportunity for Minorities in Moorhead, Minnesota* report from the Minnesota Advisory Committee to the U.S. Commission on Civil Rights

**Moorhead Public Schools Human Resources

Students in the Moorhead College System, by Race and Ethnicity

Student	MSUM * Fall 2003 (undergr.) (graduate)		Concordia ** 2003	MN State Community and Technical College***
White	5467	345	2614	NA
Latino	71	2	22	NA
American Indian	98	9	8	NA
Black	54	2	17	NA
Asian	70	0	39	NA
Int'l Students	189	4	156	NA
Total Population	7272	412	2856	NA

Source: *Director of Institutional Research Academic Affairs Office

**Director of Institutional Research Academic Affairs Office

*** Not Available

Faculty in the Moorhead College System, by Race and Ethnicity

Faculty	MSUM* FY 2002-2003	Concordia** 2003	Minnesota State Community and Technical College*** 2003
White	300	171	109
Latino	3	2	0
American Indian	4	0	2
Black	10	0	0
Asian	17	2	0
Total Population	334	175	111

Sources:

*Director of Institutional Research Academic Affairs Office

**Director of Institutional Research Academic Affairs Office

***Office of Chancellors Facilities Office

PUBLIC SAFETY

Moorhead Police Department will release 2003 Annual Report to the Moorhead Human Rights Commission in 2004. One important factor is hiring and retention of minority officers.

Moorhead Police Department Demographics

2003	Sworn Police Officers	Non-sworn Employees
Male	41	NA
Female	4	NA
White	44	NA
Latino	1	NA
American Indian	0	NA
Black	0	NA
Asian	0	NA
Total	45	NA

Source: Moorhead Police Department December 2002 Report to the Community

HOUSING AND PUBLIC ACCOMMODATION

Tenure by Race of Householder 2000 Owner Occupied	Moorhead	Minnesota	United States
White	7,240	1,353,488	59,693,948
Black or African American	13	17,628	5,577,734
American Indian/Alaska Native	29	8,207	426,782
Asian	41	18,875	1,672,460
Native Hawaiian/Pacific Islander	0	223	46,877
Other	62	6,040	1,537,336
Two or More Races	45	8,404	860,616
Total	7,430	1,412,865	69,815,753

Source: U.S. Census 2000

2003 Moorhead Human Rights Budget

Account	Description	Year Budget	Dollars Spent
202-463-30-2020	Duplicating and Copying (paper)	\$300	\$59
202-463-30-2080	Office Supplies	\$100	\$68
202-463-30-2190	Operating Supplies (certificates, food)	\$748	\$154
202-463-30-3090	Electronic Data Processing	\$110	\$109
202-463-30-3250	Communications (postage, phone)	\$502	\$502
202-463-30-3540	Printing (Advertising)	\$300	\$0
202-463-30-4330	Dues and Subscriptions (Dues, LMHRC)	\$200	\$179
202-463-30-4370	Travel, Training, Conference (Kim, Commission)	\$1,000	\$245
	Activity Total	\$3,260	\$1,316
202-463-30-3100	Professional Services (Housing workshop, speakers)	\$4,000	\$0
202-463-30-1010	Full-time employees-regular	\$10,388	\$2,483
202-463-30-1040	Temporary employees-regular	\$0	\$603
202-463-30-1210	Pera Contributions	\$574	\$137
202-463-30-1220	FICA Contributions	\$795	\$236
202-463-30-1310	Health Insurance	\$774	\$182
202-463-30-1320	Dental Insurance	\$0	\$19
202-463-30-1330	Life Insurance	\$0	\$4
202-463-30-1510	Worker's Compensation	\$104	\$0
	Salaries Total	\$16,635	\$3,664
	2003 Budget Total	\$19,895	\$4,981