

# MOORHEAD HUMAN RIGHTS COMMISSION 2004 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      |                   |
| ▪ National origin | public assistance    |                   |

## MISSION

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

## MEMBERSHIP

### **Current Members:**

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

### **Membership Activity:**

Incoming Chair: Brian Arett (term expired 1/31/04)

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:**

Alicia Rodriguez, Chair

Johnathan Judd, Vice-Chair

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

Officers will serve until March 2005.

**League of Minnesota Human Rights Commission Representative:**

Johnathan Judd, Region 3 Director of LMHRC

**City of Moorhead Staff:**

Kim Wangler, Volunteer and Promotional Services Coordinator  
25% of Kim Wangler's salary has been allocated to assist the Moorhead Human Rights Commission and is funded through Community Development Block Grant.

**Volunteer Intern**

January-March: Kristin Larson, MSUM Volunteer Intern

**TARGETED AREAS**

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

On January 20, 2004, the MHRC hosted the eighth annual Human Rights Awards. Recipients were nominated by citizens in recognition of their contributions to this community in the furtherance of human rights. 2004 recipients are as follows:

**Phyllis May-Machunda, (MSUM) - Best Practices in the Workplace**

Ms. May-Machunda has been a tireless promoter of human rights, particularly in the area of anti-racism for the last ten years. She was one of the first community members to introduce the SEED program to Moorhead (Seeking Educational Equity and Diversity) and was instrumental in bringing the Minnesota Churches Anti-Racism Initiative to the community in the early 1990's. She is the coordinator of a SEED grant, which offers a nine-month education program and mentoring project for public school and university educators.

More recently, she is a founding coordinator of the TOCAR Collaborative (Training Our Campuses Against Racism) that has been operating on all four local campuses and has sponsored several community forums for discussion of racial justice and equal opportunity. She recently secured a two-year grant to help fund TOCAR.

Ms. May-Machunda often includes anti-oppression content in her classes, working to expand the consciousness of her students regarding multicultural and particularly race issues. This effort is routinely met with resistance and even anger on the part of the students, but this response has not deterred her from a commitment to what she considers her life's work. She promotes education equality and she is an ambassador for projects that serve the purpose of education in our community.

Ms. May-Machunda is currently vice chair of the FM Area Foundation and focuses on supporting the development of community projects, which reinforce respect for the multicultural richness of our community. She is involved with the 3rd Annual Building Racially Inclusive Communities conference sponsored by Roy Wilkins Center of the University of Minnesota. She is known for her ability to stand up for what she believes in even if it means taking risks.

**Dr. Steven Grineski - Education Division**

For the past 20 years of teaching at Minnesota State University Moorhead, Dr. Steven Grineski has been actively involved in the area of human rights.

Dr. Grineski has represented MSUM in collaboration with Moorhead Healthy

Community Initiative and Moorhead Parks and Recreation to create a mentoring program for the Romkey, Bennett, and Arrowhead neighborhood children. Dr. Grineski, other faculty and MSUM have contributed over 4,000 hours over the past three and one half years. He is involved in the Friday Partnership with students in grade 5-12 from the Red River Alternative Learning Center, as well as the West Regional Juvenile Detention Center, Partners in Learning, Adult English as a Second Language Programs and YWCA's Empowerment for Girls. Dr. Grineski and a friend have cooked a meal at the Dorothy Day House once a month for the past ten years and he has served Meals on Wheels for the past ten years. Dr. Grineski also has tutored low-achieving second graders in math weekly for the past three years in a Moorhead Elementary School.

Dr. Grineski teaches Education 310, Social Foundation of Education. One of his students says, " Dr. Grineski has taught me the importance of equal opportunity for all students, and the injustices our public schools are facing. Dr. Grineski is extremely hard working, creative and is a very passionate teacher. His humanistic approach to teaching is a great role model for a future educator like myself, and he has taught me how to look at students as individuals, not just as a group of names." His teaching philosophy stresses healthy attitude towards self, emphasizes the need for community involvement, and better understanding of human values.

### **Mary Davies - Civic/Community Division**

Mary Davies served eight years on the Moorhead City Council, acting on her concerns for equality for Moorhead residents of all ages, races, genders, sexual orientations, and income levels. After she left the City Council, Mary took a leadership role in working with a number of individuals from the community to develop the Moorhead Human Rights ordinance and then creating working documents including the Rules of Practices and Procedures that guided the Moorhead Human Rights Commission into its inception in 1990. While serving 6 years on the commission, Mary created the Moorhead Human Rights Commission brochure, organized the annual Human Rights Award recognition events, and was involved in a number of efforts that led to the resolution of human right conflicts in the community. With Mary's help and guidance, the Human Rights Commission defined its role in the community. She has been a major part of growth in the committee's impact on Moorhead and its citizens.

Mary is most notable for the re-establishment of the Moorhead League of Woman Voters. Mary facilitated the Moorhead League merging with the Fargo League to become the Fargo-Moorhead League of Women Voters, an organization that works on education and support relating to a wide variety of civic and human rights issues on the national, state and local levels. She attends conferences, consults with community members, volunteers in community projects and continues to make herself available to many people who seek to improve Human Rights in our community.

### **The Social Connexion - Non-Profit Division**

The Social Connexion provides a safe, comfortable and supportive environment for persons with serious and persistent mental/emotional illness who are learning to live their lives independently in the community. The Social Connexion provides an environment that changes peoples lives and empowers individuals to create meaningful relationships, set and expand boundaries, connect with others that share similar experiences and need to feel safe.

Several recommendation letters from members of the Social Connexion expressed overwhelming gratitude to the support of this organization through the following comments:

"I find a sense of peace and happiness with Social Connexion. They welcome me with

open arms no matter what kind of person I am,”  
“It has allowed me to be a productive member in the society,”  
“One has to have mental illness to truly understand what it is all about,”  
“I have developed my social skills, self esteem, and self confidence.”  
“This is a place to meet other people and interact with them in a non-threatening environment.”

### **Young Latina Education Leadership Staff - Youth Division**

Hilda Acevedo, Belinda Rendon, Desi Gonzales, Amy Cerna, Bianca Mendez

Hilda Acevedo, Belinda Rendon, Desi Gonzales, Amy Cerna, and Bianca Mendez have exemplified the greatest hope of young leadership for the future of others, as they demonstrate organizational skills by showing persistence, commitment, and responsibility. These young women have worked up to 5 years with Mujeres Unidas with girls ages 9-21 in order to increase academic performance, graduation rates, post-secondary enrollment and to prepare girls for ACT tests. These five women have provided leadership for the Mas Que Suenos (More Than Dreams), Quinceanera Club, and the Young Latina Education Fiesta Workshop Day.

These youth leaders provide a sense of community pride as they work to create educational equality in Moorhead. Their unflagging efforts and enthusiasm shape the lives of others in a positive manner while confronting barriers. These leaders are moving towards their goals and bringing others along with them.

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

In August, Wangler gathered updates from members of the Civil Rights Review Task Force. Task Force members included: MHRC Chair Brian Arett, Bruce Messelt, City Manager, Joel Hewitt, 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. The Civil Rights Review Recommendation updates will be presented with the 2004 Annual Report to the Mayor and City Council in May 2005.

Appendix 1: 2004 Civil Rights Review of the Recommendations from the Moorhead Human Rights Commission

### **Status of Responses to Civil Rights Review:**

#### **A. Housing and Public Accommodations**

- The issue related to limiting CID report for arrests and convictions and removing “calls for detox services” from CID report has not changed. City Council reviewed the process and the Police Department opted not to change the CID reports.
- The Elder’s Second Addition starter home is now more than 50% complete.
- The City of Moorhead is working with a developer and MHFA to replace obsolete

public housing at Riverview Heights family units and a permanent supportive housing project for persons with disabilities.

- The City of Moorhead committed to contributions of building sites or special assessment costs up to two homes per year for Habitat for Humanity in its 2005-2009 Consolidated Plan.

**B. Leadership Development and Civic Participation**

Students of Moorhead Action Committee (SMAC) are inactive at this time but the MHRC will monitor their status.

**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 sends out emails to minority-based websites and is recruiting more nationwide. Through this process more applications from other states are received.
- The tuition reimbursement program policy is eligible to every full time City of Moorhead employee to take classes at local universities and with a C or better; all tuition and books are paid for by the City.

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**

- The Moorhead Police Department continues to collect traffic stop data. There has been some changes to the data they are collecting.
- In 2005 an analysis will be done on the data and determine how it related to department, policies, etc.
- In May 2004 a presentation was done at St. Francis Church for their Latino members on programming available for youth, how to file a complaint against an officer and other topics. Approximately 80-100 people were in attendance and the session was translated.
- Diversity Training was presented to police volunteers.

### **III. Key Issues in 2004**

#### **A. Human Rights Training for Businesses**

Brian Arett has been serving on this committee along with Cultural Diversity Resources, Fargo Human Relations Commissions, and Fargo Moorhead Chamber of Commerce to create a human rights and diversity training program for area businesses. MSUM did a business survey to get input of need. This business response was low so it was recommended to do another survey for a select group of businesses in the future.

#### **B. Job Access Reverse Commute (JARC)**

Klein reviewed the Metropolitan Transportation Initiative report, which is now completed. The grant funding of \$300,000 has been received with 1:1 matching funds from other sources and in-kind matches totaling \$600,000. The purpose of this program is to provide new or expanded service designed to fill gaps for existing welfare recipients and other low income individuals, including elderly and disabled, to and from jobs and other employment related services.

#### **C. Building Unity in Our Community**

Lillian Roybal Rose was invited to Moorhead as part of the Building Unity in our Community presentations. She did an excellent job and is recommended for future events such as Martin Luther King, Jr. Day.

#### **C. Joint Hate Crime Response Plan**

Dr. Adler has been serving on the Joint Hate Crime Response Plan with Fargo, Cass and Clay County. Fargo and Moorhead will have there own individual response plans since laws are different in each state. The committees' primary purpose would be to provide support for the victim. The response plan is being fined tuned before it is sent onto an attorney for review.

#### **D. Training of the Trainers**

Cultural Diversity Resources and the University of Minnesota coordinated a well-organized training for 20 applicants. Dr. Conteh was a presenter. Applicants who completed this training is required to give 2 training sessions to the community on Human Rights.

#### **E. Nation Video Human Rights Project**

Cultural Diversity Resources received 12 Human Rights videos and a \$750 programming grant from National Video Resources. Wangler and Arett are serving on this committee to promote educational opportunities.

#### **F. Human Rights Day**

The Moorhead Human Rights Commission hosted the first annual Human Rights Day Expo on December 10<sup>th</sup> from 4:00 to 6:00 pm at the Moorhead Center Mall.

The event included: cultural entertainment by the Bosnian Dancers, human rights education and awareness booths by several organizations, "America Needs Human Rights" video/discussion hosted by the Justice Circle, and area youth displayed art work on "What Human Rights Means to Me," and refreshments. This event was

sponsored by the Moorhead Human Rights Commission, Moorhead Public Service, Moorhead Center Mall, Café Aladdin, Cultural Diversity Resources, and the Justice Circle.

**G. 2004 Events Supported by MHRC**

- Jan 19 Martin Luther King, Jr. Day, Human Rights Forum at Concordia College
- Jan 20 Moorhead Human Rights Awards at Moorhead City Hall
- Jan 27 Joint MHRC/Fargo Human Relations Commission Meeting at Hjemkomst Center
- Mar 22 Joint MHRC/Fargo Human Relations Commission Meeting at Fargo City Hall
- May 17 Joint MHRC/Fargo Human Relations Commission Meeting at Fargo City Hall
- Oct 2 Minnesota Freedom Ride
- Oct 15 15<sup>th</sup> Year Quinceanera for Mujeres Unidas
- Oct 17 Film festival at the Fargo Theatre- " A Day without a Mexican
- Oct 19 MSUM Social Work Class Human Rights Presentation
- Dec 10 Human Rights Day Expo – Moorhead Center Mall

**2005 Events Supported by MHRC**

- Jan 16-17 Martin Luther King, Jr. Day, Building Unity in Our Community Presentation
- Jan 17 Moorhead Human Rights Awards at Moorhead City Hall
- Mar 7 Diversity Speaker – Micheal J. Nila, MBA

**H. MHRC 2004 Budget**

Appendix 3: MHRC 2004 Budget

**CITIZENS CONCERNS/GRIEVANCES**

**03-25-04.** A grievance was filed by a citizen on behalf of a homeless person. Citizen filing grievance felt the homeless person was discriminated against due to race, color, public assistance, and national origin. Homeless person was dismissed from homeless shelter due to disorderly conduct. MHRC visited with area homeless shelters in regards to disorderly conduct procedures. MHRC recommended concerns could also be filed with the Homeless Coalition. MHRC called person filing grievance but no calls were returned. (Categories- Race and Public Accommodation)

**04-30-04.** An individual with speech impairment felt discriminated against by employer related to disability. City of Moorhead attorney felt this was an employment issue. MHRC referred individual to the Equal Employment Opportunity Commission and the MN Department of Human Rights. (Categories – Public Accommodation and Employment)

**05-25-04.** A parent of Hispanic and Native American background felt a Moorhead teacher discriminated against his child. The grievance was addressed with a meeting between MHRC, Moorhead School employees and family. The meeting primarily focused on the child's disability and behavioral needs and not on discrimination against race. During the meeting a plan of action was put into place with family and school. Contacts have been made via email and phone to family but no response has been received. (Category – Public Accommodation)

**06-10-04.** An individual with a visual impairment felt discriminated against by Clay County. Staff on duty said the person needed to find a volunteer or someone to assist him with filling

out the papers. MHRC requested a response from Clay County. The Clay County Attorney said the role of process servicer can only be accomplished through a disinterested third party.

The City is unable to assist individuals in the completion of legal paperwork as we are not qualified legal representatives and to do so would be the unauthorized practice of the law. We refer individuals in need of help with preparation of legal documents to either a private attorney or Legal Services of Northwest Minnesota. MHRC informed the individual of this law.  
(Category- Public Accommodation)

**06-10-04.** An individual with a visual impairment felt discriminated against by a Moorhead Business. MHRC contacted the business to address the issue. The Moorhead business contacted the individual and apologized for the disconnection notice and billing error.  
(Category – Public Accommodations)

**07-08-04.** An individual felt discriminated against by employer at Moorhead Business due to race and differential treatment. MHRC recommended contacting the Equal Employment Opportunity Commission and the MN Department of Human Rights.  
(Category – Employment)

**07-19-04.** A homeless person felt discriminated against at a local homeless shelter. The individual felt the staff on duty was verbally abusive, cruel, and demanding. A letter was sent to the homeless agency and a follow up visit was made by the MHRC. (Category – Public Accommodations)

**11-09-04.** A Moorhead citizen expressed a concern of having religious organizations presenting character building programs in public school systems and then inviting youth to another event with religious overtones. The MHRC sent a letter to the school district to review the district wide procedure for inviting lyceum programs into school. (Category – Religion)

## **FUTURE EFFORTS**

- Hate Crime/Incident Response Plan Development and Training
- Grievance/Mediation Policy and Plan
- Civil Rights Review Recommendation Updates
- Moorhead Human Rights Commission Brochure printed in Spanish and other languages.
- Human Rights Workshops for City Employees and Public
- Educational Planning Committee to develop 2005 Strategic Plan
- Human Rights Newsletter on City Website

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

April 2005

**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 2004-05 updates were made to the report by Lisa Vatsndal, Neighborhood Services, Grant Weyland, Moorhead Police Chief, Jean Thompson, Human Resources, Greg Lemke, City Council member, and Moorhead Human Rights Commission members Brian Arett, Alicia Rodriguez and Johnathan Judd. The 2004 Annual Report was presented to the Mayor and Council in May 2005.

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**

|   | <b>Item to Address</b>  | <b>Scope</b> | <b>Policy Function</b>  | <b>Responses</b>  |
|---|---|--------------|-------------------------|---|
| 1 | Implement the strategies and recommendations of the Moorhead Housing Task Force | Municipal    | Policy/<br>Non-mandated | Most 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 | CID reports are limited to arrests and convictions                              | Municipal    | Policy<br>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 reviewed the process and the Police Department opted not to change the CID reports.   |
| 3 | Remove “calls for detox service” from CID reports                               | Municipal    | Policy/<br>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 reviewed the process and the Police Department opted not to change the CID reports.   |
| 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 is now more than 50% complete. The city is working with a developer and MHFA to replace obsolete public housing at Riverview Heights family units and a permanent supportive housing project for persons with disabilities. 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 continued full briefings on these programs. It is also recommended that the City continue to publicize these programs. |

|   | <b>Item to Address</b>   | <b>Scope</b> | <b>Policy Function</b> | <b>Responses</b>  |
|---|--|--------------|------------------------|---|
| 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 lots to Habitat for Humanity in recent years. The City committed to contributions of building sites or special assessment costs up to two homes per year for Habitat for Humanity in its 2005-2009 Consolidated Plan.  |
| 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.  |
| 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           | A Metro Access to Jobs Initiative program has been set up through a grant, involving MAT, Fargo Senior Commission, Cass and Clay Rural Transit and human/social service agencies. The purpose of this program is to provide new or expanded service to fill gaps for existing welfare recipients and other low income individuals, including elderly and disabled, to and from jobs and other employment related services.  |

|    | <b>Item to Address</b>   | <b>Scope</b> | <b>Policy Function</b> | <b>Responses</b>   |
|----|--|--------------|------------------------|--|
| 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

|   | <b>Item to Address</b>  | <b>Scope</b> | <b>Policy Function</b> | <b>Responses</b>  |
|---|---|--------------|------------------------|---|
| 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 Citizen Interest Database. An ad was run in November 2004 to recruit new citizens. 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 and timeline was met with new members beginning February 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. An ad was run in November 2004 to recruit new citizens.  |
| 4 | Encourage diversity in makeup of Students of Moorhead Action Committee  | Municipal    | Non-mandated           | The SMAC is inactive at this time but it is recommended to monitor status in future years.  |
| 5 | Use variety of methods to seek citizen input on policies and actions working with citizen groups  | Municipal    | Mandated/policy        | The Mayor, City Council, and/or City of Moorhead staff has broaden citizen input through public hearings, city surveys with Concordia on community and economic development, surveys on community and neighborhood needs, meeting with interpreters for community development planning, meetings with community organizations upon request and posting information to City of Moorhead website.   |
| 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. |
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### 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. The City of Moorhead Human Resources Division currently tracks and publishes numbers of people by color employed by the City in the Human Rights 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.<br>Diversity training is scheduled for March 2005.<br>"Building Unity in our Community" Workshop- Lillian Roybal Rose, cultural communications guest speaker in January 13 &14, 2004.<br>City of Moorhead scheduled a diversity training with Michael J. Nila, MBA for March 7, 2005. |
| 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 minority status, 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   | Municipal | Policy          | The City of Moorhead offers a tuition reimbursement program available to all employees.  |

|  |   |  |  |  |
|--|---|--|--|--|
|  | to help minority employees train for higher positions |  |  |  |
|--|---|--|--|--|

|   | <b>Item to Address</b>   | <b>Scope</b>            | <b>Policy Function</b> | <b>Responses</b>   |
|---|--|-------------------------|------------------------|--|
| 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  | The EDA met with 4 minority groups interested in starting businesses in 2004. EDA will continue to record data. City-wide business statistics are on the city website.   |
| 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. A nomination was made in 2004. No nomination was received in 2005. |

#### IV. HUMAN AND CIVIL RIGHTS ADVOCACY

|   | <b>Items to Address</b>   | <b>Scope</b>                                  | <b>Policy Function</b> | <b>Responses</b>   |
|---|---|---|------------------------|--|
| 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/<br>Mayor and Council | Non-mandated           | The City of Moorhead should continue to conduct periodic human rights, diversity, and anti-racism training to its employees. City of Moorhead has scheduled diversity training for March 2005.   |
| 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           | 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 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 and open forum opportunities for ethnic/diverse groups. It is recommended the MHRC to set  |

|   |   |                         |                        |   |
|---|---|-------------------------|------------------------|---|
|   |   |                         |                        | up Ward meetings to educate community on Human Rights.  |
|   | <b>Items to Address</b>   | <b>Scope</b>            | <b>Policy Function</b> | <b>Responses</b>  |
| 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. It was recommended the MHRC participate in National Night Out on August 2 <sup>nd</sup> , 2005.  |
| 6 | Celebrate Human Rights Day annually on December 10  | Human Rights Commission | Non-mandated           | In 2004 the Moorhead Human Rights Day Commission hosted a Human Rights Expo on December 10 <sup>th</sup> . The event included information booths, cultural entertainment, children's writings/art display, Human Rights discussion. Partners involved were Cultural Diversity Resources, Justice Circle, and Moorhead Public Service. |
| 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. Joint Commission meetings were held 3 times in 2004.   |
| 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 in 2005.   |
| 9 | MHRC annual report summarize "vital statistics" on human rights progress in Moorhead                            | Human Rights Commission | Non-mandated           | The MHRC publish an annual report; Addressing employment data in annual report, as well as other relevant data.   |

## V. PUBLIC SAFETY

|   | <b>Items to Address</b>                       | <b>Scope</b> | <b>Policy Function</b> | <b>Responses</b>   |
|---|---|--------------|------------------------|--|
| 1 | Publicize the Impartial Policing Committee    | Municipal    | Policy                 | It is recommended the Moorhead Police Department re-form the IPC committee after the Traffic Stop report is completed by Mark Hansel. Hansel will analyze new data gathered from Moorhead Police Department and share with the MHRC in 2005. |
| 2 | Create broad-based Citizen's Action Committee | Municipal    | Non-mandated           | It is recommended the Moorhead Police Department re-form the IPC   |

|   |  |              |                        |  |
|---|--|--------------|------------------------|--|
|   | to the Moorhead Police Department  |              |                        | when new Traffic Stop analysis is complete by Hansel. (The Citizen's Action Committee is the IPC.)   |
|   | <b>Items to Address</b>  | <b>Scope</b> | <b>Policy Function</b> | <b>Responses</b>   |
| 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. (This recommendation is infeasible). It is recommended to develop a minority scholarship-funding program to attract law enforcement, fire and public safety workers in our community through the Minnesota State Community and Technical College- Moorhead Campus. |
| 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. (This recommendation is infeasible). It is recommended to develop a minority scholarship-funding program to attract law enforcement, fire and public safety workers in our community through the Minnesota State Community and Technical College- Moorhead Campus. |
| 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 a 2005 annual overview as part of the Budget Report to the MHRC in 2006. 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 in April.

**INCOME AND EMPLOYMENT**

City of Moorhead Public Employment Full-Time

|                    | <b>JAN 1, 2002-<br/>DEC 31, 2002</b> |     | <b>JAN 1, 2003-<br/>DEC 31, 2003</b> |     | <b>JAN 1, 2004-<br/>DEC 31, 2004</b> |     |
|--------------------|--------------------------------------|-----|--------------------------------------|-----|--------------------------------------|-----|
| Male               | 76.6%                                | 174 | 77.6%                                | 173 | 75.4%                                | 171 |
| Female             | 23.3%                                | 53  | 22.4%                                | 50  | 21.6%                                | 47  |
| White (non-Latino) | 97.8%                                | 222 | 98.2%                                | 219 | 98.6%                                | 215 |
| Latino             | 1.8                                  | 4   | 1.8%                                 | 4   | 1.4%                                 | 3   |
| American Indian    |                                      | 0   | 0%                                   | 0   | 0%                                   | 0   |
| Black              |                                      | 0   | 0%                                   | 0   | 0%                                   | 0   |
| Asian              | 0.4%                                 | 1   | 0%                                   | 0   | 0%                                   | 0   |
| Total Full-Time    |                                      | 227 |                                      | 223 |                                      | 218 |

Source: City of Moorhead Human Resources

City of Moorhead Public Employment Part-time Temporary/Seasonal

|                                       | <b>JAN 1, 2002-<br/>DEC 31, 2002</b> |     | <b>JAN 1, 2003-<br/>DEC 31, 2003</b> |     | <b>JAN 1, 2004-<br/>DEC 31, 2004</b> |     |
|---------------------------------------|--------------------------------------|-----|--------------------------------------|-----|--------------------------------------|-----|
| Male                                  | 49.6%                                | 64  | 50%                                  | 57  | 45.2%                                | 52  |
| Female                                | 50.4                                 | 65  | 50%                                  | 57  | 54.8%                                | 63  |
| White (non-Latino)                    | 93.3%                                | 123 | 92.1%                                | 105 | 94.8%                                | 109 |
| Latino                                | 3.9%                                 | 5   | 3.5%                                 | 4   | 2.6%                                 | 3   |
| American Indian                       | .84%                                 | 1   | 0%                                   | 0   | 0%                                   | 0   |
| Black                                 | 0                                    | 0   | 1.8%                                 | 2   | .9%                                  | 1   |
| Asian                                 | 0                                    | 0   | 2.6%                                 | 3   | 1/7%                                 | 2   |
| Total Part-Time<br>Temporary/Seasonal |                                      | 252 |                                      | 114 |                                      | 115 |

Source: City of Moorhead Human Resources

City of Moorhead General Population

|                    | <b>Census 1990</b> |        | <b>Census 2000</b> |        |
|--------------------|--------------------|--------|--------------------|--------|
| 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

| October 2004     | 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 2004 | Concordia ** 2004 | MN State Community and Technical College*** |
|------------------------|-----------|-------------------|---|
| White                  | 5823      | 2614              | NA  |
| Latino                 | 62        | 22                | NA  |
| American Indian        | 97        | 8                 | NA  |
| Black                  | 81        | 17                | NA  |
| Asian                  | 81        | 39                | NA  |
| Int'l Students         | 201       | 156               | NA  |
| Unknown race/ethnicity | 1297      |                   | NA  |
| Total Population       | 7642      | 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 2003-2004 | Concordia ** 2004 | Minnesota State Community and Technical College*** 2003 | Minnesota State Community and Technical College*** 2004 |
|-----------------------|--------------------|-------------------|---|---|
| White                 | 283                | 169               | 109   | NA  |
| Latino                | 2                  | 2                 | 0   | NA  |
| American Indian       | 3                  | 0                 | 2   | NA  |
| Black                 | 5                  | 0                 | 0   | NA  |
| Asian                 | 4                  | 3                 | 0   | NA  |
| Other                 | 5                  | 1                 |   |   |
| International Faculty | 22                 |                   |   |   |
| Total Population      | 324                | 175               | 111   | NA  |

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 2004 Annual Report to the Moorhead Human Rights Commission in 2005. One important factor is hiring and retention of minority officers.

### Moorhead Police Department Demographics

| <b>2004</b>     | <b>Sworn Police Officers</b> | <b>Non-sworn Employees</b> |
|-----------------|------------------------------|----------------------------|
| Male            | 41                           | NA                         |
| Female          | 4                            | NA                         |
| White           | 43                           | NA                         |
| Latino          | 1                            | NA                         |
| American Indian | 0                            | NA                         |
| Black           | 0                            | NA                         |
| Asian           | 0                            | NA                         |
| Total           | 44                           | NA                         |

Source: City of Moorhead Human Resources

## HOUSING AND PUBLIC ACCOMMODATION

| <b>Tenure by Race of Householder<br/>2000 Owner Occupied</b> | <b>Moorhead</b> | <b>Minnesota</b> | <b>United States</b> |
|--|-----------------|------------------|----------------------|
| White  | 11,026          | 1,752,803        | 83,764,021           |
| Black or African American                                    | 67              | 55,929           | 12,055,082           |
| American Indian/Alaska Native                                | 147             | 16,371           | 768,778              |
| Asian  | 106             | 35,432           | 3,130,263            |
| Native Hawaiian/Pacific Islander                             | 5               | 476              | 104,116              |
| Other  | 175             | 15,859           | 3,798,070            |
| Two or More Races  | 134             | 18,257           | 1,859,771            |
| Total  | 11,660          | 1,895,127        | 105,480,101          |

Source: U.S. Census 2000

| <b>Hispanic or Latino householder and<br/>Race of Householder<br/>2000 Owner Occupied</b> | <b>Moorhead</b> | <b>Minnesota</b> | <b>United States</b> |
|---|-----------------|------------------|----------------------|
| Hispanic or Latino (of any race)  | 344             | 34,380           | 9,222,402            |
| Not Hispanic or Latino<br>(White Alone)   | 11,316          | 1,860,747        | 96,257,699           |
| Total   | 11,660          | 1,895,127        | 105,480,101          |

2004 Moorhead Human Rights Budget

| Account             | Description                                    | Actual Budget   | End of Year Expenses |
|---------------------|--|-----------------|----------------------|
| 04-149-463-10-42020 | Duplicating and Copying (paper)                | \$300           | \$0                  |
| 04-149-463-10-42190 | Operating Supplies (certificates, food)        | \$500           | \$158                |
| 04-149-463-10-43090 | Electronic Data Processing                     | \$110           | \$104                |
| 04-149-463-10-43220 | Postage  | \$500           | \$72                 |
| 04-149-463-10-44330 | Dues and Subscriptions (Dues, LMHRC)           | \$200           | \$180                |
| 04-149-463-10-44370 | Travel, Training, Conference (Kim, Commission) | \$500           | \$553                |
|                     |  |                 |                      |
|                     | <b>Activity Total</b>                          | <b>\$2,110</b>  | <b>\$1,067</b>       |
|                     |  |                 |                      |
| 04-149-463-10-41010 | Full-time employees-regular                    | \$10,445        | \$5,681              |
| 04-149-463-10-41210 | Pera Contributions                             | \$608           | \$315                |
| 04-149-463-10-41220 | FICA Contributions                             | \$842           | \$434                |
| 04-149-463-10-41310 | Health Insurance                               | \$855           | \$372                |
| 04-149-463-10-41330 | Life Insurance                                 | \$18            | \$8                  |
| 04-149-463-10-41510 | Worker's Compensation                          | \$122           | \$220                |
|                     |  |                 |                      |
|                     | <b>Salaries Total</b>                          | <b>\$12,890</b> | <b>\$7,030</b>       |
|                     |  |                 |                      |
|                     | <b>2004 Budget Totals</b>                      | <b>\$15,000</b> | <b>\$8,097</b>       |