



Human Rights Commissions Research Report

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Introduction

The purpose of this research task was to explore the activity of other human rights commissions in Minnesota communities and in the adjacent city of Fargo, North Dakota. The primary goal was to learn about missions, goals, history, activities, and roles. A questionnaire was developed and a total of 14 commissions were invited to participate: 10 communities partook (Bloomington, Duluth, Eden Prairie, Edina, Mankato, Owatonna, Richfield, St. Cloud, St. Louis Park, and Fargo); four did not (Brooklyn Park, Rochester, Roseville, and Winona).

Summary of Findings

Most of the commissions interviewed were established in the late sixties following the Civil Rights Act of 1964. In the beginning, civil rights were a central focus for commissions. During that time, many of the commissions also mitigated human rights complaints locally. Over time, the Minnesota Department of Human Rights (MDHR), established in 1967 as “neutral state agency that investigates charges of illegal discrimination¹”, has taken on a greater role in formal complaint adjudication and has become the agency to which commissions usually refer people to file a complaint. Today, through education and outreach, commissions focus on current issues relevant to their communities, including bullying, human trafficking, genocide, and those related to immigration, people of color, fair housing, diversity, inclusivity, disabilities, and the LGBTQ community. All of the commission representatives interviewed thought that their commissions were still as relevant today as when they started and that they were still one of the best vehicles for addressing human rights in their communities. Many were eager to discuss their collaborative partnerships and share some of their most important activities and services.

Analysis

Role in the Community –*Human rights commissions are a resource for the community and an arm of the City.* The commissions reported a prior focus on mediating and investigating complaints, but now other resources are more readily available (i.e., internet, free legal advice or pro-bono legal services, MDHR). With population on the rise and ever-changing demographics, commissions today primarily focus on education, training, and awareness, particularly for kids. Though some still mediate or hear complaints on a local level, it is not their primary purpose. Most commissions’ time is spent on educational activities, events, and partnerships.

Activities & Services –*There is a significant need for awareness education and leadership within many communities.* The commissions have developed a strong capacity to respond through collaborative partnerships (i.e., other commissions, cities, departments, groups, businesses, and organizations). All of the commissions interviewed host and attend a variety of educational events. Though activities and services vary, usually due to resource availability, focus is similar across the commissions. Activities are varied and related to issues relevant to the communities (See “Human Rights Commissions: List of Activities”).

Human Rights Complaints –*Human rights commissions are hearing fewer direct human rights complaints and referring people to the Minnesota Department of Human Rights (MDHR).* A majority of the commissions interviewed reported that they were seeing less human rights complaints from citizens today than when they started. This shift is attributed to greater awareness and accessibility to formal human rights agencies like the MDHR because much of the authority has transferred to the MDHR.

¹ Minnesota Department of Human Rights (2015), retrieved from www.mn.gov/mdhr/.
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Some commissions reported getting between zero and two complaints per year, a significant decrease from the 1980s and 1990s when there were 60 to 70 per year. Though most people are referred to the MDHR to file a complaint, where they have up to one year from the date the discrimination occurs to file (or the ND Dept. of Labor and Human Rights and the ND Human Rights Commission in Fargo's case), complaints are still heard locally by some commissions:

- Bloomington helps to determine whether or not a complaint should be filed with MDHR, because not all discrimination is illegal. In this case, the commission still informs the public of their lack of authority and the role of the MDHR and it still has trained mediators on its commission.
- Eden Prairie and St. Louis Park partner with their local police departments, who share incident reports related to bias crimes and hate crimes with the commissions. Eden Prairie's commission receives information on the crimes only while the PD withholds the victim's identities. The commission then takes action on awareness and education related to the issue. St. Louis Park's commission receives reports from its local PD and sends a letter to the person making the complaint, letting them know the commission is there to hear them and that their complaint may be filed with the MDHR.
- The St. Cloud Regional HRC addresses complaints on a local level because the MDHR provides and pays for a regional enforcement officer who attends all St. Cloud commission meetings and has an office at City Hall. Previously, there was a Human Rights Office in St. Cloud that had been 100% funded by the city. This Human Rights Office originated as a community response to tension between whites and Somalis (and other people of color) in St. Cloud.
- Some commissions hear complaints during a regular meeting and follow up with a subcommittee meeting.

Training –*With human rights commissions having generally small budgets, the trend is no formal training.* The most common training that the commissions reported was provided by the City Attorney and/or the City Manager on an annual basis. Training focused on data practices, open meeting laws, rules and legal ramifications from a City perspective, conducting a meeting, and the roles of commissioners. The commission with the largest budget sends their commissioners to a single day training at a local university about every two to three years. Most inform and encourage their commissioners to attend webinars, workshops, conferences, etc. Some commission staff liaisons perform new member training on bylaws, activities, and roles and sometimes attend training on specific issues or topics. One commission describes self-training because they choose to work with people who are well educated, experienced, and good at what they do, which causes training to naturally happen during meetings.

City Staff & Annual Budgets –*City staff support human rights commissions and budgets are generally small.* City staff supports all of the commissions interviewed. Depending on budgets and the job position of the staff liaison, hours that city staff worked on human rights commission-related tasks varied from 1 hour per month to 20 hours per week. On average, the staff liaison spent about 1-2 hours per week on HRC related work. In some cases where the hours were higher, the staff liaison explained that their job positions were already doing a lot of work related to human rights. Those were typically people in positions related to human resources/services or community services coordinator. Staff liaisons came from a variety of departments, including the police department, administration (i.e., city clerk), retired Chief of Police, human services, and community services. The budgets of those interviewed ranged from \$0 to \$55,400; most of the budgets reported were between \$500 and \$3,000.

Appointments/Membership – *HRC appointments are made by the Mayor and/or City Council, and all appointments are ratified by their city council; membership composition is nonspecific although some communities include youth designation. Two commissions interviewed suggested that the commissions be comprised of people from various backgrounds (i.e., gender, various economic levels, racial and ethnic minorities, various age groups including seniors and students, and property owners and tenants). Only one commission interviewed makes appointments based on ward/district distinctions.*

Human Rights Commissions: List of Activities

- Diversity Day with the school district
- Prominent speakers/performers (i.e., Mayhem Poets, Jane Elliott of the Blue Eyes-Brown Eyes exercise, Holocaust survivors, Dred Scott's great-great-granddaughter)
- Exhibits (i.e., Holocaust exhibit, Treks in the Snow Muslim exhibit, underground railroad, freedom writers, homelessness, Black History Month quilts)
- Naturalization Ceremony (partner with US District Courts)
- Thurgood Marshall curriculum with kids/other curriculums
- LGBTQ pride month proclamation
- Anti-bullying event (provide multi-cultural crayons and booklet at event)(Pacer partnership)
- Showings/Movies/Pre-screen/Film series (i.e., Bully movie, partner with public television)
- Print marketing documents in top 5 languages of the area
- Attend annual Easter egg hunt (booth/offer jelly beans that taste different than what they look)
- Giveaways while having a presence at an event
- Memorial unveilings
- Go to events rather than hold event
- Attend Indigenous Commission meeting/attend other commissions meetings
- Community organizing
- Educating leadership and decision makers
- Focus on Article 25 of the Universal Declaration of Human Rights; everyone has the right to a standard of living adequate for the health and well-being of himself and of his family (e.g., food, clothing, shelter, etc.)
- City Council held town halls
- Forums/mini-forums throughout the year with specific topics/panel discussions
- 5k co-sponsor
- Human rights awards (categories: youth, individual, non-profit, business)/Outstanding Citizen
- Provide welcome packet for new residents with important human rights information
- Healing Minnesota Stories (Native American artwork concerns at the State Capitol)
- MLK event/MLK breakfast with speaker
- Community Intersections Programs
- Sponsor pow wow
- Sponsor fair housing projects/partner with fair housing center/tenant-landlord issues
- Working with schools to provide hot lunches for all students regardless of income
- Diversity training/partner with businesses to post human rights information at their business
- LGBTQ training at K-12 schools to reduce discrimination (students, staff, faculty)
- Monthly newsletter/email updates
- National Night Out (Night to Unite)
- Welcoming Week for New Americans
- Presence at community events to market availability
- Ice Cream Social
- Annual theme/focus
- Create PSA with City's communication group
- Resource library that can be checked out (topics include Black Americans, Civil Rights, Cultural Diversity, Disabilities, Hispanic Americans, Japanese Americans, Native Americans, Women)

For more information on individual activities, please see the "Human Rights Commissions Questionnaire: Questions & Responses".

Human Rights Commissions Questionnaire: Questions & Responses

Including Moorhead, the cities that were contacted are listed in the chart below, includes population:

City	Responded	Population (2010 Census)
Bloomington, MN	X	82,893
Brooklyn Park, MN		75,781
Duluth, MN	X	86,265
Eden Prairie, MN	X	60,797
Edina, MN	X	47,941
Fargo, ND	X	105,549 (208,777 MSA)
Mankato, MN	City Council acts as HRC	39,309
Moorhead, MN	n/a	38,065 (208,777 MSA)
Owatonna, MN	X	25,599
Richfield, MN	X	35,228
Rochester, MN		106,769
Roseville, MN		33,660
St. Cloud, MN	X	65,842
St. Louis Park, MN	X	45,250
Winona, MN		27,592

1. What year was your commission established? Includes meeting times.

City	Year	Established By	Monthly Meeting Time
Bloomington, MN	1968	City Council	Third Mondays @ 5:30 pm
Duluth, MN	1995	Mayor & City Council	Second Wednesdays @ 5:00 pm
Eden Prairie, MN	1968	City Council	Second Thursdays @ 7:00 pm
Edina, MN	1970	Mayor & City Council	Fourth Tuesdays @ 7:00 pm
Fargo, ND	2000	Mayor & City Commission	Third Thursdays @ 12:00 pm
Moorhead, MN	1990	Mayor & City Council	Second Thursdays @ 6:00 pm
Owatonna, MN	2000	Mayor & City Council	Second Tuesdays @ 5:30 pm
Richfield, MN	1968	City Council	First Tuesdays @ 6:30 pm
Rochester, MN	1998	Board of Commissioners	Third Thursdays @ 7:00 pm
Roseville, MN	2012	City Council	Third Wednesdays @ 6:00 pm
St. Cloud, MN	2010	Mayor & City Council	Unknown
St. Louis Park, MN	1968	City Council	Third Tuesdays @ 7:00 pm

2. If possible, can you speak to any changes in your community which makes the commission more or less relevant today than when it began?

City	Response Summarized
Bloomington, MN	In the beginning (1968), received complaints formally and performed investigations. Later, MN Dept. of Human Rights (MDHR) took on that role. Some trained mediators are still on the commission, but the commission only receives 1 to 2 complaints a year now versus the 60-70 per year that were received in the 1980s and 1990s. People may still pursue complaints at a local level and appreciate that option, but are still referred to MDHR. Today focus is primarily on education, training, and awareness.
Duluth, MN	In the beginning (1995), the commission had an education and advisory role. Later, enforcement powers were added. In 2003, there was a full time HRC officer, PT investigator, and 2 offices until 2008 when the budget was cut. Now there is no investigator or offices, but there are 5-6 strong commissioners today. Commission is diverse and immersed in culture and community.
Eden Prairie, MN	In the beginning (1968), the focus was on people with disabilities, halfway houses, and affordable housing. It was a homogenous community for a long time, but the commission has more relevance now with changing demographics.
Edina, MN	The commission is still very relevant, though there have been some changes. The current focus is on diversity, inclusivity, and developing a welcoming community.
Fargo, ND	In the beginning (2000), the focus was more on fair housing and civil rights. Now it is on current issues and education and awareness surrounding those issues.
Owatonna, MN	Population is becoming more diverse each year.
Richfield, MN	Unsure, new staff liaison.
St. Cloud, MN	There was a local HRC initially, but the interfaith community wanted a regional HRC and for it to have enforcement authority. Today, St. Cloud is part of the St. Cloud Regional HRC and an enforcement officer has been assigned by the MDHR. Focus is still education and outreach in various ways, but compliance is now localized.
St. Louis Park, MN	Population is increasing and becoming more diverse each year. The commission takes on issues that are relevant as they occur and there have been no major changes in the past 6 years.

3. Recognizing your community’s current characteristics/demographics, is your commission the best vehicle for addressing human rights in your community?

City	Response Summarized
Bloomington, MN	Absolutely, but the commission does not work alone. It works in partnership with many other organizations. It also never tackles an issue alone. The commission is a great starting point for City involvement if someone wants them involved. The City Council refers issues or proclamations to the commission. The commission is an advisory to the Council and develops recommendations to the Council on issues. The Council likes having an avenue for issues to be addressed and the HRC does the research. The commission is not a decision making body, everything goes to the City Council for approval. It is a solid process. The hardest part is making people understand that the HRC is an arm of the City and not a standalone non-profit. The HRC really has to flesh things out before moving forward, they cannot just take a stance on something. The HRC does not have to be the expert, but can play a role by being a partner, getting the Mayor to events, get something in the local paper, or do a story on something. The HRC is a resource for community.
Duluth, MN	The commission is a partner in addressing human rights in the community. Work with community groups to address human rights issues.
Eden Prairie, MN	Technically, we are the vehicle. When bias crimes occur, either the police or victims contact the HRC and the commission listens. The commission helps people through the process, but has no “legal teeth”. They will assist with language barriers and through the legal process, for example. They will listen and help bring reconciliations, providing a space for victims to be processed and heard.
Edina, MN	School district does a good job with various community groups.
Fargo, ND	Made a few steps in that direction, but still have a long way to go especially with education, particular with New American community. A lot of new programs geared towards New Americans, feeling a lot of racial bias, much like Native Americans. Education is key.
Owatonna, MN	Yes, our committee is made up of people from diverse background with passions for human rights.
Richfield, MN	It is one option, probably the best.
St. Cloud, MN	One of the more important ones, yes. Human rights and violations, yes. Forums throughout the year. Only group that advocates for enforcement of human rights.
St. Louis Park, MN	Yes, it is one of the best vehicles. The commission collaborates quite a bit with other city organizations in general, especially on whichever issue they are honing in on that year. Overall as a City, SLP is progressive in wanting to tackle issues head on.

4. What are some important activities/services your commission performs?

City	Response Summarized
Bloomington, MN	<p>Diversity day with school district and high level speakers (usually for kids). Some of the high level speakers/performers have included the Mayhem Poets, Jane Elliott of the Blue Eyes –Brown Eyes exercise, Holocaust survivors (including Judith Meisel from CA) with exhibit of Holocaust camps for kids to see what it was like (also includes a 5k run), Lynne Jackson, Dred Scott’s great-great granddaughter (Dred Scott Decision 1857) for field dedication including a reenactment, and attorneys from various backgrounds to talk to kids. Activities/services include partnership with US district courts (i.e., Thurgood Marshall, curriculum with kids, naturalization ceremony -67 different countries last year), public television communications/video, community conversations between police and ethnic groups, exhibits including Treks in the Snow (Muslim exhibit), underground railroad, freedom writers, homelessness, black history month with quilts and how they helped them escape slavery, LBGTQ pride month proclamation (exhibits are in a very public place, civic hall, theatre, gallery). Other activities include multi-cultural crayons and booklets at anti-bully event (Pacer wanted partnership), youth homelessness, trafficking, print all documents in 5 primary languages/marketing/postcards, HRC goes to the P&R Easter egg hunt and has a resource booth there (provides jelly beans that taste different than they look), celebrate different holidays in different ethnic groups. Big events are great way to access families and there are so many different people from different backgrounds at these events. Giveaways, pens, have a presence. Training with block captains. Annual focus: mental health problems this year, National Alliance on Mental Illness (NAMI) came in and did a training. HRC partners include YMCA, credit unions, grocery stores, joint community police partnership, police department, local historical society, League of Women Voters, and different ethnicity groups.</p>
Duluth, MN	<p>Used to be dysfunctional, but Council directed them to work on issues of homelessness and hunger. Only 5 or 6 commissioners now but it is strong. Would like to see those on the commission that are good at social justice in the community. Diverse commission, immersed in culture, community, and education. Clayton Jackson McGhie Memorial, working with curriculum advisor of the schools and using the story of the memorial. Get teachers sharing best practices, not just school board or tax levy, bigger than that with partnering. Internal voice toward government and external voice in the community, needs to work together and be balanced. Employment, disparities for people of color and commission used to do a lot with the police, but now there is a citizen review board and they work with the police and are building trust in the community (took 5 years). No annual events hosted at this time; HRC attends other events rather than hosting them (same people show up/preaching to the choir), which helps diversify the people the HRC meets. HRC occasionally attends indigenous commission meetings, CDBG board meetings, and is trying to pull boards together to partner. Commission is looking for leaders who are people of color, that's the goal right now. Housing</p>

	<p>Access Center for landlords and tenants, used to have training, if there was a complaint, they could go to this place and doing informal mediation, but it dissolved due to budget issues. Community organization and education, partnering with others such as NAACP. Change people who have the power to make change. Education is the greatest focus; kids need to graduate to avoid poverty and homelessness. Focus on Article 25 of the Universal Declaration of Human Rights, which is everyone having the right to a standard of living adequate for the health and well-being of himself and of his family (e.g., food, clothing, shelter, etc.)</p>
Eden Prairie, MN	<p>Educational activities, community cinema partnership with public television and another station, HRC pre-screens shows (i.e., anti-bullying initiative). Other focal areas include genocide, ally training for LBGTQ, ethnic business owners, accessibility and disabilities, City Council hosted town halls, annual human rights awards, 5k co-sponsor for justice for awareness/human trafficking, film series on disabilities this year, film and panel discussions on Native American heritage, systemic revamp, welcome packet for new residents with important human rights information, working on status of becoming a welcoming city/immigrants/national effort that mayors have signed, education and awareness, initiative on the art in the state capitol building (Healing Minnesota Stories –Native American concerned about incomplete and inaccurate stories that the art is telling). Human Rights Award has categories: individual, youth, non-profit, and business.</p>
Edina, MN	<p>In 2010, the Commission led the way in establishing a Domestic Partnership ordinance. Other areas of focus: Days of Remembrance about genocide, human trafficking, looking at disability act and black history month, declaring indigenous people's day (unsuccessful), Healing MN Stories regarding state capitol art -partnered with Ms. MN and Ms. America (same person).</p>
Fargo, ND	<p>MLK event, disability events, homeless coalition, LBGTQ Pride Collective and pride week, pow wow, National Night Out, Welcoming Week for New Americans, sponsor fair housing projects and training sessions with High Plains Fair Housing Center (give grant money to them)</p>
Owatonna, MN	<p>Organize the annual MLK breakfast with keynote speaker, Community Intersections Programs, participated in Blandin Ethnically Diverse Communities Program Leadership training, reviewed and revised by laws.</p>
Richfield, MN	<p>It varies according to present issues, but in last year a couple have been: human trafficking forum; diversity on City Commissions; working with schools with hot lunches for all students regardless of economic meals; tenant/landlord issues. *Outstanding Citizen Award noted on their website.</p>
St. Cloud, MN	<p>Develop partnerships with local businesses and offer diversity training (business agrees to post Human Rights information at their business), monthly newsletter, mini-forums throughout the year, offer training to reduce discrimination against the LBGTQ K-12 school community including students, staff, and faculty.</p>
St. Louis Park, MN	<p>Table at community events to market availability, promote events and activities that HRC is hosting, SLP-specific usually (e.g., ice cream social), there is a different annual focus or theme but it does not</p>

always change each year (e.g., anti-bullying campaign in high school and junior high, worked with schools and parent advisory committee, took 2 years to do and was planned that way), hosted screenings of “Bully” in high school and junior high and held a round table discussion as separate event following the film. Last year’s focus was senior citizen bullying (e.g., isolation and exclusion) and created a PSA with City's communication group. This year the focus is multi-culturalism with a coffee and cultural chats from which the HRC can determine what to do. HRC wants to provide more educational opportunities.

5. Does your commission have a forum for human rights complaints from the public? If yes, please describe your process.

City	Response Summarized
Bloomington, MN	The commission mediates complaints relating to discrimination and educates and advocates on human rights. People can file locally and utilize mediation, otherwise they are referred appropriately. Some people are given a list of attorneys. A lot of people are referred.
Brooklyn Park, MN	Has a bias complaint form online that indicates the HRC will hear bias complaints and help determine if they should be reported to the MN Department of Human Rights. Nice form, still letting people know they can be heard locally, yet still informing them about HRC’s lack of authority and the role of the MN Department of Human Rights.
Duluth, MN	In the beginning, the commission met in different parts of community to offer a platform for people to make complaints, but no one showed up. Now, there are some phone calls from time to time. They will be starting informal mediation again, mostly for landlords and tenants because volunteer attorneys are available for other things now. In the past, people that used it were usually disabled or struggled in some other aspect of their life. Issues have to be from human rights perspective to utilize mediation. They partner with non-profits, some of which HRC commissioners are board members.
Eden Prairie, MN	The Bias Crime Network is a collaborative effort between the Eden Prairie Police Department and the Human Rights and Diversity Commission. It was set up as a support network for citizens who feel they have been discriminated against or have been victims of bias crimes. When an incident is reported to the Police, the Commission is notified (names are usually anonymous) and takes action. Victims sometimes call commission, too. There are separate meetings in a subcommittee as needed to hear complaints.
Edina, MN	No, refers people to organizations or MN Dept. of Human Rights.
Fargo, ND	Yes, people are asked to go to regular meetings and a subcommittee will follow up with the person, talking to both parties. People are referenced to ND Labor Law and ND Human Rights Coalition.
Owatonna, MN	Open forum offered during regular monthly commission meeting.
Richfield, MN	A formal forum, "no". The commission meets once a month and during their meetings they make opportunity on their agenda for, "open public comment" opportunity for public to speak.
St. Cloud, MN	Enforcement officer established and paid for by MDHR. Staff works with officer. This has been a very positive change. People like having

a local office where they can log a complaint. Long ago, they had a Human Rights Office in St Cloud that had been 100% funded by the city. This Human Rights Office originated as a community response to tension between whites and Somalis (and other people of color) in St. Cloud.

St. Louis Park, MN Yes, goes through PD, bias and hate crimes through staff liaison, supervisor, and chair of commission, but there have not been that many. Typically send a letter to the person who filed a complaint/report, letting them know that the HRC is there to help but they forward to MNHRC, once or twice that they have had to do that.

6. What type of training does your commission receive and at what frequency?

City	Response Summarized
Bloomington, MN	Single day training at Hamline University, refresher every 2-3 years after first time taking it.
Duluth, MN	No, not at this time. Going to community organizing training. Training almost comes to the meetings, self-training because you choose and work with people who are good at what they do essentially.
Eden Prairie, MN	Annual orientation with City Manager on rules and legal ramifications from city perspective, human rights specific perspective, couple of speakers come in annually (deaf, blind -incorporate into meeting).
Edina, MN	New member orientation, staff meets with new members along with chair, plans and what they are working on and anything specific in bylaws.
Fargo, ND	Staff person goes to some of the training (e.g., fair housing, LBGT), city mandated training (i.e., discrimination) not frequent.
Owatonna, MN	This year the commission received training on Data Practices and Open Meeting Law Requirements from City Attorney. Annually, commissioners are encouraged to attend workshops or conferences offered within the state.
Richfield, MN	No training other than once a year on their roles and how to conduct a meeting presented by the City Attorney.
St. Cloud, MN	No formal training, whatever they can get from state staff.
St. Louis Park, MN	No formal training, new members can sit down with staff liaison to bring them up to speed with what commission is doing, small orientation packet (bylaws, HRC brochure). Recently, the U of M had an all-day forum with speakers and round table discussions. Things like that are always provided to commissioners via email.

7. Is your commission supported by City Staff? Please estimate the number of hours per week.

City	Response Summarized
Bloomington, MN	Yes, 15% time and 15% admin assistant (minutes, packets, point of contact). Human services staff, so a lot of time goes into both, sometimes shared. Manager of HS Division, liaison to HRC.
Brooklyn Park, MN	Yes
Duluth, MN	Yes, EO, HRC officer, ADA coordinator, fair housing agency partner, victim witness liaison for city attorney, secretary for police citizen review board, paid staff for HRC and commission of disabilities. Liaison “wears a lot of different hats”, he is a retired Chief of Police.

Eden Prairie, MN	Yes, a lot of what she works on is human rights but blurred, average 6-8 hours a week. Community Services Coordinator.
Edina, MN	Yes, 8-10 hours plus per week.
Fargo, ND	Yes, police and community development planning staff, seasonal anywhere from 5-20 hours a week.
Mankato, MN	City Council acts in place of a Human Rights Commission
Owatonna, MN	Yes, 2 hours a week.
Richfield, MN	Yes; approx. 1-2 hours a month.
St. Cloud, MN	State staff, local MDHR enforcement officer at all meetings.
St. Louis Park, MN	Staffed out of PD, 1-3 hours a week. Community Liaison through the PD.

8. What is your commission's annual budget?

City	Budget
Bloomington, MN	\$55,400
Duluth, MN	No budget, partner with people who do.
Eden Prairie, MN	No budget, partner with people who do.
Edina, MN	\$2,500
Fargo, ND	\$10,000 admin. \$5,000 from social service fund for grants
Moorhead, MN	\$2,000 + Staff Services
Owatonna, MN	\$2,700
Richfield, MN	\$500
St. Cloud, MN	\$3,000
St. Louis Park, MN	Comes out of community outreach budget, varies year to year, PD budgeted

9. Appointments & Membership Composition

City	Appointment	Geographic	Member#	Composition
Bloomington, MN	Council appointed		9	Includes 2 youth
Brooklyn Park, MN	1 from each district, 6 at large	X	9	Nonspecific
Duluth, MN	Mayor recommendation, council approval		15	Nonspecific
Eden Prairie, MN	Council appointed		5-7	Nonspecific
Edina, MN	By mayor with majority council consent		9	Includes 2 students
Fargo, ND	Mayor nominates, city commission appoints		9	Nonspecific; should represent a broad range of racial, religious, ethnic, social, economic, political and professional groups
Moorhead, MN	City appointment policy; mayor and	X	11	Specific; 1 member from each ward, 6 at large, 1

council appoint			city council member, 4 must represent different minority populations and other groups historically discriminated against (3 of the 4 must be different from each other)
Owatonna, MN	Mayor appoints with approval of city council	7	Nonspecific; should reflect a broad cross section of the ethnic, cultural, and other diversity of the community; should include, but are not limited to, both sexes, various economic levels, racial and ethnic minorities, various age groups including senior citizens and students, and both property owners and tenants.
Richfield, MN	Council appointed	13	Includes 2 youth, 2 non-residents
Roseville, MN	Council appointed	7	Includes 1 youth
St. Louis Park, MN	Council appointed	13	Includes 2 students, 1 from public school (advisory/liaison role)