

# Human Rights Commission

August 25, 2020 – 6:30 pm

Cisco WebEx

## REGULAR MEETING AGENDA

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1. **Call to Order**
2. **Attendance/Roll Call**
3. **Approval of Agenda**
4. **Approval of July 29, 2020 Minutes**
5. **Old Business**
  - A. Subcommittee Updates
    1. Environmental Commission Partnership Subcommittee (Day of Service)
    2. Land Acknowledgment Subcommittee
    3. MLK Literary Contest Subcommittee
  - B. MLK Literary Contest Discussion
  - C. Just Deeds Project Update
  - D. CEDAW Overview – Commissioner Persky
6. **New Business**
  - A. Future Agenda Topics
7. **Adjournment**



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# Human Rights Commission

## REGULAR MEETING MINUTES

July 29, 2020 – 6:30 pm  
Via Cisco Webex Meeting

### Call to Order

The meeting was called to order at 6:34 pm by Chair Yeager.

### Roll Call

Commissioners present: Chris Mitchell, Destiny Nathan, Mary Giese, Leah Persky, Carrie Yeager, Jonathan Burris, Naamah Murphy, and Leah Persky

Commissioners absent: Teresa Martin and Kyle Scott

Staff present: Kirsten Santelices, Human Resources Director/HRC Staff Liaison

### Approval of Agenda

**MOTION** by Commissioner Burris to approve agenda. Seconded by Commissioner Persky. Motion carried 7-0.

### Approval of Minutes

**MOTION** by Commissioner Burris to approve July 29, 2020 meeting minutes as submitted. Seconded by Vice Chair Mitchell. Motion Carried 7-0.

### Old Business

#### Commission Partnerships

##### *Environmental Commission Partnership*

No update at this time.

##### *Planning Commission Partnership*

Vice Chair Mitchell shared that there was not an update at this time.

### MLK Literary Contest Discussion

The Commission discussed whether or not to continue with the contest. The Commission decided that it would like to continue hosting the contest, and discussed hosting it around Human Rights Day (December 10). Currently the contest is branded the MLK Literary Contest, and the commission discussed rebranding, given the change in the dates.

Additionally the Commission decided to review the rubric that has been used to determine how to judge different types of submissions, making the contest more inclusive of other types of entries. They also discussed having different categories and age groups, selecting winners for each category and each age group. Staff suggested renaming to: MLK Human Rights Contest. Some Commissioners have an interest in how to present and display the submissions in a way that would be very powerful.



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The Commissioners agreed that it is incredibly important to allow the topic to reflect the present issues and that COVID may create an additional barrier to participation in this

The Commission decided to increase the cash prize as an incentive for the winners. Staff Santelices shared a brief diversion of how the Commission can spend their funds, to state that the PRISM backpack donation and PRIDE donation were likely inconsistent with the Public Purpose Expenditure policy, which gives the HRC a bit more to dedicate to the cash prizes. The following proposal was made:

- K-5 \$100 first prize; \$50 second prize
- 6-12<sup>th</sup> \$250 first prize; \$100 second prize

**MOTION** by Commissioner Burris to set aside \$750 for the MLK Contest. Seconded by Commissioner Giese. Motion Carried 7-0.

The Commission created a subcommittee made up of Commissioners Nathan, Yeager, and Murphy. The subcommittee will work on a prompt and some ideas to present to the full Commission at the next meeting.

### **Human Rights Day**

Staff Santelices reminded the Commission that the group had previously discussed tying a Human Rights Cities or CEDAW discussion to Human Rights Day. Additionally, the Bill Hobbs Award and now MLK contest will take place around that time. The Commission believed that was enough to do around this time. Staff Santelices will touch base with communications to ensure they start promoting the Bill Hobbs Award to the community.

### **New Business**

#### **CEDAW Overview**

Commissioner Persky provided the Commission with an overview of CEDAW, what it means, and how other cities can get involved. Destiny and Leah decided to work on a presentation to the full Commission and then decide whether or not to present to the City Council as a recommendation.

#### **Just Deeds Project Update**

Staff Santelices shared that the Just Deeds project is up and running, with many organizations and individuals who have interest in participating in different ways. The Commission asked what is next, and Santelices shared that Vice Chair Mitchell and Kirsten Delegard with Mapping Prejudice are working on an educational component. The GV Rotary is hosting Kirsten Delegard at their September meeting, and the HRC might be able to attend. Staff shared that CCX put out a story and interviewed Chris Mitchell and Maria and Miguel Cisneros, which aired. Commissioner Burris thanked staff for coming up with the title and brand of Just Deeds, and staff shared the logo with the full group. The Commission shared they were all comfortable with the status of the project and appreciative of all the work that is keeping the project moving. Staff will provide more updates as they come and share an update about the GV Rotary meeting.

### **Future Agenda Planning and Remaining 2020 Work Plan Discussion**

Staff Santelices shared with the full Commission that a few members have felt that the agenda and work plans have been very full, which has limited the members' abilities to dedicate enough time to these important topics. Commissioner Burris stated that the Commission really should have the ability to respond to issues as they arise, citing the Police policies discussion as an example. Commissioner Burris suggested that the Commission invite someone from the Police department to speak to the group. Staff Santelices shared that the PD will be sharing their policies at the September Council/Manager meeting and all of the Commission is welcome to attend and listen. The Commission agreed that it was a good option, and if there was a desire for more information they would evaluate this again.

**Adjourn**

**MOTION** by Commissioner Burris to adjourn at 8:25 pm. Seconded by Vice Chair Mitchell. Motion carried by unanimous consent.

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Carrie Yeager, Chair

ATTEST:

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Kirsten Santelices, Staff Liaison



### **Just Deeds Coalition Mission Statement**

Just Deeds is a coalition of community stakeholders committed to acknowledging and addressing systemic racism in housing in Minnesota. Coalition members provide free legal and title services to help property owners find covenants and remove them from their property titles and will provide the foundation of education and acknowledgement necessary to pursue reconciliation and anti-racist solutions. We represent organizations and entities who share responsibility for creating and correcting systemic racism in housing. We acknowledge the racist systems created and perpetuated within communities, and we will work toward dismantling these systems. Members of the Just Deeds coalition are committed to working toward meaningful and lasting change in Minnesota. Coalition members will achieve this goal by:

1. Educating Minnesotans about the racist practices perpetrated by developers, real estate agents, lawyers, and local, state and federal governments to establish segregated housing and keep wealth and opportunity away from communities of color.
2. Educating Minnesotans so that they understand who has directly and indirectly benefitted from historically racist practices and how those practices have shaped access to property, homeownership and wealth over time.
3. Taking action to dismantle the racist systems that perpetuate inequality and devoting resources to create equity for communities of color.

All members of the Just Deeds Coalition recognize the following truths and principles:

- Systemic racism in housing occurs today. Black, Indigenous, and other communities of color continue to face discrimination and lack of access to affordable housing and home ownership.
- Continued denial of opportunities to build general wealth through home ownership perpetuates inequity within our communities.
- We will not erase or deny history. We will acknowledge it and learn from it.
- We are dedicated to honesty about institutional roles (public and private) in building and perpetuating systemic racism.
- We commit to begin and participate in hard conversations within our communities and institutions about our shared history of discrimination and systemic racism.
- We pledge to examine the current policies and practices of our institutions to prevent future racist actions.
- When we identify racism in our institutions and processes, we will actively work to remove it.