

MEMORANDUM

TO: Fargo Human Relations Commission
FROM: Tia Braseth, Community Development Planning Coordinator
DATE: October 14, 2019
RE: Human Relations Commission Meeting on October 17, 2019

The next meeting of the Fargo Human Relations Commission will be held on Thursday, October 17, 2019 at 12:00 p.m., in the Commission Chambers at Fargo City Hall. If you are not able to attend, please contact staff at 701.241.1474 or Planning@FargoND.gov.

**HUMAN RELATIONS COMMISSION
Thursday, October 17, 2019 at 12:00 p.m.
Commission Chambers**

AGENDA

1. Welcome & Introductions
2. Approve or Amend Agenda Action Item
3. Approve Minutes..... Action Item
4. Public Comment – Citizens to be heard
5. Executive Committee Update & Elections.....Action Item
6. Approve Bylaws.....Action Item
7. Statement to HUD
8. Other Business or Announcements
9. Staff Report
 - a. MLK Day
 - b. Strategic Planning
10. Adjourn

Human Relations Commission meetings are broadcast live on cable channel TV Fargo 56 and can be seen live by video stream on www.FargoND.gov/streaming. They are rebroadcast each Thursday at 12:00 p.m. Minutes are available on the City of Fargo Web site at www.FargoND.gov/humanrelations.

People with disabilities who plan to attend the meeting and need special accommodations should contact the Planning Office at 701.241.1474 or TDD at 701.241.8258. Please contact us at least 48 hours before the meeting to give our staff adequate time to make arrangements.

**BOARD OF HUMAN RELATIONS COMMISSIONERS
MINUTES**

Regular Meeting:

Thursday, September 19, 2019

The Regular Meeting of the Board of Human Relations Commissioners of the City of Fargo, North Dakota, was held in the Commission Chambers at City Hall at 12:00 p.m., Thursday, September 19, 2019.

The Human Relations Commissioners present or absent were as follows:

Present: Barry Nelson, Rachel Hoffman, Matuor Alier, Abdiwali Sharif-Abdinasir, Cheryl Schaeffle, Laetitia Hellerud, Adam Martin, Hamida Dakane, Cody Severson

Absent: None

Item 1. Welcome and Introductions

Chair Nelson welcomed Members to the meeting and introductions were made.

New Human Relations Commission Members, Adam Martin and Cody Severson, were acknowledged and welcomed.

Members Hellerud and Dakane present.

Item 2. Approve Order of Agenda

Member Hoffman moved the Order of Agenda be approved as presented. Second by Member Sharif-Abdinasir. All Members present voted aye and the motion was declared carried.

Item 3. Approve Minutes

Member Sharif-Abdinasir moved the minutes of the August 15, 2019 Human Relations Commission meeting be approved as presented. Second by Member Hellerud. All Members present voted aye and the motion was declared carried.

Item 4. Presentation: High Plains Fair Housing, Angela Urlacher

Angela Urlacher, High Plains Fair Housing Specialist, and Michelle Rydz, High Plains Executive Director, provided a background of the services the High Plains Fair Housing Center provides to promote fair housing practices in North Dakota and strengthen communities. A folder of information was given to the Board Members.

Ms. Urlacher and Ms. Rydz shared that research has been conducted and there is evidence of housing discrimination in North Dakota. They highlighted research they conducted on LGBTQ housing and provided information on disparate treatment.

Ms. Rydz shared that HUD (US Housing and Urban Development) is accepting comments on recent changes regarding disparate treatment and encouraged the public and Board Members to visit www.defendcivilrights.org to submit their comments before October 18, 2019.

Ms. Rydz and Ms. Urlacher talked about the “secret shoppers” they use when conducting an inquiry into housing discrimination.

Discussion was held regarding the next steps when housing discrimination is found, the anonymous tip-line to report discrimination, and educating tenants and landlords.

Member Schaefle moved to move forward with drafting a response to HUD in response to recent changes. Second by Member Alier. All Members present voted aye and the motion was declared carried.

Item 5. Public Comment

No public comment was provided.

Item 6. Sponsorship Updates

Gadi Edward, Tudeako Group Executive Director, provided an overview of the Back to School Event the Human Relations Commission approved funding for. He shared his vision for the future and thanked the Board for their support.

Assistant Planner Catlyn Christie gave a brief recap of the ND HIV Awareness Walk that was held on September 10.

Item 7. Executive Committee Update & Elections

Planning and Development Director Nicole Crutchfield talked about developing consistency within the Planning Department boards and commissions, noting the importance of being intentional with time and purpose for staff and Board Members. She also stated the Human Relations Commission is currently without a Vice Chair, and recommended establishing a nominating committee to make a recommendation.

Ms. Crutchfield also presented the question of looking at the intention, purpose, and productivity of the executive committee.

Member Schaefle moved to table nominations and discussion on the executive committee to the next Human Relations Commission meeting. Second by Member Sharif-Abdinasir. All Members present voted aye and the motion was declared carried.

Item 8. Approve Bylaws

Ms. Christie and Ms. Crutchfield presented a draft of bylaws to the Board. They noted some changes are being proposed and there would be a City Ordinance update.

Board discussion was held regarding the need for more time to review the changes before taking action.

Item 9. Other Business

Member Schaefle moved to approve Member Hoffman as the Nomination Committee. Second by Member Alier. All Members present voted aye and the motion was declared carried.

Item 10. Staff Report

Ms. Christie provided a handout to the Board regarding the history of the Human Relations Commission, its structure, and developing the 2020 work plan. She noted the key issue of narrowing down the priorities the Human Relations Commission would like to accomplish.

Item 11. Public Comment

Chair Nelson reminded the Board the LGBTQ+ Summit is upcoming in Mandan, ND, and those needing more information can contact him.

Member Hellerud noted that this is the time of the year when planning usually begins for the annual Martin Luther King Jr. Day event.

Ms. Christie stated that talks have started with Reach Partners and that a planning committee will need to be formed.

Members Hellerud and Hoffman expressed interest in being on the committee.

Ms. Crutchfield shared that more information will be sent out to help Members gauge time commitments.

Member Hoffman noted that the Martin Luther King Jr. Day nomination forms would need to get out as soon as possible.

City Commissioner John Strand asked Member Dakane to share about her recent travels. Member Dakane shared that she had been in Kenya spending time with family, and traveling the country.

Member Sharif-Abdinasir noted that there is going to be a New Americans soccer tournament coming up and they are looking for referees. He stated those interested may contact him.

Member Sharif-Abdinasir also stated there is a new location for the Somali Community Development Center, and that an open house will be held on October 3, from 5-7 p.m. More information can be obtained by contacting him.

Item 12. Adjourn

The time at adjournment was 1:13 p.m.

MEMORANDUM

TO: HUMAN RELATIONS COMMISSION

FROM: TIA BRASETH, PLANNING COORDINATOR

DATE: OCTOBER 14, 2019

SUBJECT: MEETING REPORT

Item 5. Executive Committee Update & Elections

In order to be more consistent with the City's several other boards and commissions, we ask that the Human Relations Commission comprise its Executive Committee of just one Chairperson and Vice Chairperson. Their responsibilities and terms would be as described in the attached bylaws draft (per next item).

Recommend Action: Elect a Chair and Vice Chair to serve for one year.

Item 6. Approve Bylaws

See attachment. Green text denotes revisions based primarily on consistency with other boards' best practices. In addition, staff recommends updating the City ordinance to specify member residency requirements.

Recommended Action: Approve bylaws and proceed with updating City ordinance.

Item 7. Statement to HUD

See attachment. Last month, the Human Relations Commission voted in approval of drafting a response to HUD regarding their recent changes regarding disparate treatment. High Plains Fair Housing presented on these changes and worked with staff to draft the attached response. The attached letter was submitted to HUD on behalf of the Human Relations Commission.

Item 8. Other Business

Item 9. Staff Report

a. MLK Day

Reach Partners has been hired again to help with this year's MLK Day event planning. Anita Hoffarth will be sending out an official call for committee volunteers in the next week. In your packet is also a summary report from last year's event.

b. Strategic Planning

See attachment. Staff expects the regular meeting to be shorter than normal and suggest moving to the main floor of the commission chambers in order to have a working meeting and discussion regarding work plan goals and objectives. Staff will be seeking your prioritization and confirmation of goals.



City of Fargo Human Relations Commission
Ordinances and Bylaws

City Ordinances

Powers and Duties. The Human Relations Commission of the City of Fargo was established by Fargo Municipal Code Article 15-02, which includes the powers granted and providing that the Human Relations Commission shall:

- A. Recommend to the board of city commissioners, from time to time, action and programs in furtherance of the purpose of the Human Relations Commission as described in this article.
- B. Consult and advise with public officials and agencies and with private individuals and organizations to provide education regarding civil rights. The commission may, in its discretion, assist aggrieved individuals, but such assistance shall consist of information, guidance and, in its discretion, conciliation and mediation services.

FMC §15-0205.

Advisory Role. The Human Relations Commission shall be advisory in nature and shall submit all reports and determinations to the board of city commissioners of the city of Fargo. Final authority shall be in the board of city commissioners. FMC §15-0206.

Purpose. The purpose of the Human Relations Commission "...is to promote the acceptance and respect for diversity through educational programs and activities and to discourage all forms of discrimination on the basis of race, color, religion, sex, national origin, age, the presence of any mental or physical disability, status with regard to marriage or public assistance, participation in lawful activity off the employer's premise during nonworking hours which is not in direct conflict with the essential business-related interests of the employer or sexual orientation." FMC §15-0201.

Number of Members—Term of Members—Appointment of Members—Filling Vacancies. The Human Relations Commission shall consist of nine members, *at least seven of which shall reside in Fargo and any non-resident member should have a significant connection to the City of Fargo*, who shall be appointed by the president of the board of city commissioners, subject to confirmation by the Board of City Commissioners. The terms of office of such commissioners shall be as follows, to wit: three members who shall serve until July 1, 2001; three members who shall serve until July 1, 2002; and three members who shall serve until July 1, 2003. At the expiration of the terms of the members as aforesaid, members shall be appointed for three-year terms. If a vacancy occurs otherwise than by expiration of a term, it shall be filled by appointment for the unexpired portion of the term. Notwithstanding the expiration of a member's term, such member may serve until his or her successor has been appointed and qualified. FMC §15-0202.

President of Human Relations Commission—Meetings—Record to be kept. The Human Relations Commission shall elect its president for a term of one year from among the appointed members and shall hold regular monthly meetings. The commission shall keep a record of its resolutions, findings and the determinations and such record shall be a public record. The commission may appoint such subcommittees from among the appointed members as it may be necessary for its work. FMC §15-0203.

Goals of Commission. The goals of the Human Relations Commission are:

- A. To provide leadership in the areas of civil rights.
- B. To encourage and educate the public in the promotion of civil rights.
- C. To identify issues of principal concern to members of the community in the area of civil rights and to recommend priorities and objectives to the board of city commissioners.
- D. To encourage adherence to federal and state laws regarding civil rights, including Chapter 14-02.4 of the North Dakota Century Code, through education, conciliation and mediation.

FMC §15-0204.

Upon motion made, seconded and approved by the members of the Human Relations Commission, and upon approval of the same by the Board of City Commissioners of the City of Fargo, the following are the Bylaws of the Human Relations Commission.

Bylaws: Rules and Procedures

I. Mission and Vision Statement:

Mission - The Fargo Human Relations Commission works to promote acceptance and respect for diversity and discourages all forms of discrimination.

Vision - The Fargo Human Relations Commission is a diverse group of individuals serving as an arm of the City of Fargo charged with addressing human rights needs and inclusion. We advocate for policy and practices that preserve individual rights and protections; strive to bring a voice to the ignored; and ultimately create a safer community for all people of Fargo, who are interdependent for belonging.

II. Membership:

The Human Relations Commission (hereinafter referred to as “the Commission”) shall be composed of those individuals who have been duly appointed thereto by the Board of City Commissioners.

Chairperson - The Chairperson shall generally preside and conduct all Commission meetings, and with the advice and consent of other members, may appoint subcommittees from Commission members to perform specific duties.

Vice Chairperson - In the event of the absence, disability, resignation or conflict of interest of the Chairperson, the Vice Chairperson shall exercise all the powers and duties of said Chairperson, performing this function, the Vice Chairperson shall automatically become Commission Chairperson and the position of Vice Chairperson shall be deemed vacant and the Commission may elect from its own members a successor Vice Chairperson to fill this vacancy at its next meeting.

Terms of Officers – The Chairperson may serve for up to two consecutive years, and the Vice Chair may serve for up to two consecutive years. Chairperson and Vice Chairperson will be elected by Commission members annually. A two-thirds vote for removal of an officer is needed.

Liaisons – Fargo City Commission and Fargo Police will each designate a non-voting staff liaison to the Commission, charged with attending Commission meetings as available, answering questions, and relaying relevant information between their entity and the Commission.

III. Meetings

Quorum - A quorum shall consist of the majority of the existing and qualified members of the Commission. Action by the Commission can only be taken if there is quorum present. For purposes of taking action by the Commission, a quorum shall consist of a majority of appointed members of the commission. [For purposes of meeting the North Dakota Open Meeting Law requirements, a quorum is one-half, or more, of the appointed and seated Commissioners. N.D.C.C. 44-04-17.1subs. 15.]

Voting - Decisions of the Commission shall be determined by a vote of the majority of those members present at the meeting.

Conflict of Interest: The Commissioner declaring a conflict of interest concerning a matter before the Commission shall declare such a conflict at the time the matter is introduced for consideration and shall not vote nor participate in the discussion concerning the matter. The Commissioner declaring the conflict may remove oneself from the table and participate in the discussion as a member of the public.

Regularly Meetings - Scheduled meetings of the Human Relations Commission shall be held monthly on the second Thursday of the month, at noon or as adopted at the beginning of the year in a published schedule.

Open Meetings - All Meetings of the Commission will be open to the public as is defined by the North Dakota Open Meeting Law, N.D.C.C. §44-04-17.1 *et seq.*

Meeting Procedures - All meetings shall be governed by Robert's Rules of Order and these bylaws. In the event of an interpretive conflict between Robert's Rules of Order and the bylaws, the bylaws take precedence.

Agendas - Agendas will be prepared and transmitted to each member not later than five days immediately preceding the meeting date. To have an idea placed on the agenda, a member must contact the Chair or staff no later than 10 days before the meeting. Except in the cases of emergency or mistake or upon approval of the Order of the Agenda at the regular meeting, no items shall be added after the agenda is transmitted to Commission members.

Special Meetings: Special meetings may be convened by the Commission to conduct urgent business to a request by the:

- 1) Mayor or City Commission
- 2) The Chair or the Vice Chair in the Chair's absence
- 3) Three (3) members of the Commission

IV. Attendance

Commission members shall attend all meetings. In the event that a member cannot be present, that information shall be communicated to the city staff liaison, at the earliest opportunity.

Unexcused Absences - In the event a member has three unexcused absences within a calendar year, the Commission, by majority vote of the remaining members, may recommend the termination of the appointment of said member to the Board of City Commissioners.

V. Amendment of Bylaws

Proposed amendments to these bylaws may be presented at any meeting of the Commission for consideration at the next regularly scheduled Commission meeting.

The bylaws may be amended by an affirmative vote of a majority of seated members of this commission.

SUBMITTED VIA REGULATIONS.GOV

October 14, 2019

Office of the General Counsel
Rules Docket Clerk
Department of Housing and Urban Development
451 Seventh Street SW, Room 10276
Washington, DC 20410-0001

**RE: Reconsideration of HUD's Implementation of the Fair Housing Act's
Disparate Impact Standard, Docket No. FR-6111-P-02**

To Whom It May Concern,

I write to you on behalf of Fargo (North Dakota) Human Relations Commission to offer comments in response to the above-docketed notice ("Notice") concerning proposed changes to the disparate impact standard as interpreted by the U.S. Department of Housing and Urban Development ("HUD"). The existing Disparate Impact Rule serves the American public by providing an incentive for municipalities, large corporations, and others to modify policies that wrongly and unnecessarily keep people from the opportunities they need to be successful in life. We strongly oppose any changes to HUD's current Disparate Impact Rule.

The purpose of the Fargo Human Relations Commission is to promote the acceptance and respect for diversity through educational programs and activities and to discourage all forms of discrimination on the basis of race, color, religion, sex, national origin, age, the presence of any mental or physical disability, status with regard to marriage or public assistance, participation in lawful activity off the employer's premise during nonworking hours which is not in direct conflict with the essential business-related interests of the employer or sexual orientation.

As a nation, we have a shared interest in ensuring that housing opportunities are available to every individual, regardless of their personal characteristics. The Fair Housing Act prohibits intentional discriminatory acts *and* facially "neutral" policies that

limit housing opportunities based on race, color, national origin, religion, sex, the presence of families with children, and people with disabilities. Fully realizing the promises of the Fair Housing Act for every person in the United States is central to HUD's mission.

The Fargo Human Relations Commission shares this central mission and we write to urge you not to revise HUD's existing Disparate Impact Rule. HUD's new proposed rule would risk the department's failing to meet its critical obligation to achieve the Fair Housing Act's "central purpose . . . to eradicate discriminatory practices within a sector of our Nation's economy." [1] HUD's current Disparate Impact Rule is a necessary tool in the ongoing effort to achieve open housing markets, free of discrimination, and to eliminate all forms of housing discrimination and illegal segregation.

- It has provided protection for families with children who would be excluded from housing they can afford by policies allowing only one person per bedroom in a housing unit.
- It has provided protection for victims of domestic abuse who faced eviction under policies that would penalize them for the violence they experienced or seeking police aid.

In its current form, the Disparate Impact Rule has proven practical and effective. It also comports with decades of established judicial precedent, including the 2015 Supreme Court decision, *Texas Department of Housing and Community Affairs v. Inclusive Communities Project*, 135 S. Ct. 2507 (2015). In fact, *Inclusive Communities* quoted HUD's existing rule at length without any suggestion that its opinion was in tension with that rule. The central premise of *Inclusive Communities* is that disparate impact claims are necessary to prohibit policies that may not be readily challenged under disparate treatment theories even though, particularly when overlaid on preexisting, long-standing disparities, they unnecessarily exclude minorities from housing. HUD's proposal, however, would prevent disparate impact from performing this function by effectively limiting its application to classic disparate treatment cases.

Accordingly, HUD's existing rule should not be revised. Instead, HUD must focus on vigorous enforcement of the Rule to remove unnecessary barriers to housing choice throughout our housing markets.

HUD's Proposed Rule Would Destroy Disparate Impact Liability in the Housing Markets

HUD's Proposed Rule would make drastic changes to fundamentally weaken this longstanding enforcement tool and would allow insurance companies, financial

institutions, and other major corporations to engage in covert discriminatory practices with impunity. The Proposed Rule would destroy disparate impact liability and eliminate the incentives for major corporations to continue doing their part to eliminate discrimination. Accordingly, the Proposed Rule is directly contradictory to the Fair Housing Act and its basic purposes.

The Proposed Rule includes deeply flawed changes that shift the burden of proof and inserts inordinately high barriers that would make it virtually impossible to bring the bedrock and heartland housing discrimination cases that Justice Kennedy expressly stated should be brought using disparate impact.[2]

In Fargo, victims of discrimination will be victimized twice. First by facing discrimination while trying to secure housing and next if they file a complaint they will have a higher burden of proof-essentially making it impossible to succeed. Additionally, the new guidelines would place profit over discriminatory effect and people would have a drastically higher burden to prove a disparate impact claim under the Fair Housing Act, making it virtually impossible to succeed.

Ultimately, the Proposed Rule contains a host of changes that, in practice, amount to insurmountable obstacles to proving what should be clear claims of housing discrimination. These proposed changes would ultimately result in an inoperable disparate impact standard of liability. Moreover, the proposed changes dangerously move companies and housing providers away from the practice of seeking out less discriminatory alternatives to harmful policies and practices. The disparate impact rule is valuable in insuring that all people in Fargo have access to homeownership-today we see fewer homeownership opportunities for New Americans and Native Americans, the disparate impact standard can address these disparities.

The Disparate Impact Rule is Critical to Ensuring Housing Is Free of Systemic Discrimination

The existing Disparate Impact Rule is critical to ensuring optimum compliance with the federal Fair Housing Act and providing victims of widespread discrimination with rightful recourse.

In Fargo, systemic discriminatory policies and practices limit housing opportunities and choices that the current Disparate Impact Rule can be useful in addressing.

Those policies and practices include nuisance abatement ordinances that discriminate against victims of domestic violence and a landlord's refusal to rent to people using government housing vouchers.

The discriminatory impact of these policies can and should be altered. The focus on less discriminatory alternatives encourages housing providers to adopt less restrictive practices while meeting their business needs, but the Proposed Rule would ultimately preserve discriminatory barriers to open housing markets by not allowing victims to get past the burden of establishing that a policy has a discriminatory impact.

Conclusion

The Proposed Rule operates to destroy disparate impact liability. It is in direct contradiction to HUD's mission, decades of legal precedent and the Supreme Court's recent decision in *Inclusive Communities*.

Before finalizing the current Disparate Impact Rule in 2013, HUD engaged in a thoughtful and thorough process, considering decades of federal court jurisprudence. In 2016, HUD considered additional federal court jurisprudence when it issued its well-reasoned supplement to insurance industry comments. HUD should not change the current Disparate Impact Rule.

Thank you for the opportunity to comment. Please contact Barry Nelson, Chair regarding these comments.

Sincerely,

Human Relations Commission
City of Fargo, North Dakota

[1] *Texas Department of Housing and Community Affairs v. Inclusive Communities Project, Inc.*, 135 S. Ct. 2507, 2511 (2015), available at:

<https://casetext.com/case/texas-dept-of-housing-and-community-affairs-v-inclusive-communities-project-inc>.

[2] *Inclusive Communities*, 135 S. Ct. at 2522.

TALENT

Frederick Edwards is a motivational, spoken word artist from North Minneapolis. The things he has seen speak through him with the energy he provides. He is passionate about helping others find their inner greatness and potential. He has spoken with hundreds of college, high school, and middle school students and provides testimonies and stories of struggle, and resiliency.

Somali Cultural Dance Team The team is formed by students from NDSU and MState gathered to keep their culture alive and spread positivity in the Fargo Moorhead community. The beautiful art of dance and poetry have long been used in Somalia for a variety of reasons: from just having a good time, to honoring soldiers and even as a method of conflict resolution.

Treo'Soul is an exclusive trio composed of keyboardist/composer Paul Shields, percussionist and singer/songwriter Hope Shields. The group was formed in late 2013 and have developed their own eclectic urban blend of poetic Neo-soul, soulful R&B, and grooving hip-hop. Without a doubt, Treo'Soul's amazing sound has made a tremendous impact on the Fargo-Moorhead music scene.

ACKNOWLEDGEMENTS

Yann Niteka produced and edited the video honoring Martin Luther King Jr.'s legacy. He was born in Kenya and raised in Burundi and Burkina Faso before resettling to Fargo at three years old with his parents. He is the founder of No Lackin', a culture brand. Yann credits skateboarding for his interest in working with a camera. Yann is a recent NDSU graduate in Marketing and plans to continue building his brand for an even wider impact.

Brent Keihl produced and edited this evening's Human Relations Award videos.

#MLK2019 PLANNING COMMITTEE

Laetitia Mizero Hellerud, Chair
Dave Lanpher
Rachel Hoffman
Ruth Grimmet-Tejedor
Jered Pigeon
Abdiwali Sharif-Abdinasir
Kara Gloe, City of Fargo staff

FARGO HUMAN RELATIONS COMMISSION

Barry Nelson, Chair
Matuor Alier
Hamida Dakane
Laetitia Mizero Hellerud
Rachel Hoffman
Paul Jensen
Dave Lanpher
Cheryl Schaeffle
Abdiwali Sharif-Abdinasir



Cover Art Jordan Nelson

Fargo Theatre | January 21, 2019 | 6:30 PM

CELEBRATING DR. MARTIN LUTHER KING, JR.

Spoken Word

by Frederick Edwards

Remarks

Mayor Tim Mahoney and City Commissioner John Strand

Human Relations Organization Award

Family HealthCare Center and NDSU Family HealthCare Pharmacy

Dance Performance

by Somali Cultural Dance Team

Video Presentation

A Tribute to Martin Luther King, Jr

Human Relations Adult Award

Ellen Mahli

Human Relations Youth Award

Haley Dellaneva

Collection for Haley's Milk Run

Laetitia Mizero Hellerud

Checks may be written to "Haley's Milk Run"

Musical Entertainment

by Treo'Soul

ASL interpretation provided by ASL Interpreting Services

Emcee Veronica Michael Creating a healthy, safe, and vibrant community that people can easily connect in, Veronica gratefully attributes her efforts of building community to the many opportunities she has experienced. She is excited to celebrate with you today, honoring a legacy of equality and human dignity in our community.



HUMAN RELATIONS AWARDS

Family HealthCare Center and Family HealthCare Pharmacy, NDSU work in tandem to provide effective health care, dental care and pharmaceutical services to all. These agencies specifically reach out to the most vulnerable populations in our community – refugees and immigrants, homeless individuals, and the marginally served. Together, these agencies provide high-quality, consistent, and affordable care to those with low incomes and diverse cultures. By doing so, this partnership minimizes unnecessary hospitalizations, emergency room trips and complications from untreated health problems – bringing health to our entire community.

Ellen Mahli is a lifelong volunteer and advocate for people in need of compassion and justice. She was a nurse for 58 years, including 34 years at what is now Sanford Health. During her years of service, she specialized in mental health, substance abuse, clinical ethics, geriatrics and healthcare management. She has worked closely with Churches United for the Homeless and helped to establish the Gladys Ray Shelter. Among her many activities today, Ellen serves on the Center for Interfaith Projects, a Presentation Associate and board member of the Presentation Sisters' Peace, Justice and Prayer Center Collaborative, chairs the Catholic Health Initiative Villa Nazareth, Friendship, and Riverview Place Board of Directors.

Haley Dellaneva has always had a heart for helping those in need. She is the founding organizer of Haley's Milk Run, a community motorcycle run that supports families who can't afford milk during school snack breaks. Through ticket sales, sponsorships and door prizes, the motorcycle run has raised over \$175,000 in seven years. Haley works with family members and friends to plan and prepare for the annual event. Now a junior in high school, she was in elementary school when she noticed that not everyone had milk during their mid-morning snack. She decided then she could do something about it.

#MLK2019



2019 MLK Day Celebration Post Event Summary & Lessons Learned

Title	Martin Luther King Jr. Day Celebration
Date/Location	6:30 January 21, 2019 Fargo Theatre
Lead	Laetitia Mizero Hellerud, Chair
Planning Committee	Dave Lanpher; Rachel Hoffman; Ruth Grimmet-Tejedor; Jered Pigeon; and Abdiwali Sharif-Abdinasir; Assistance from Anita Hoffarth, Reach Partners
City Commission	John Strand
City Staff	Kara Gloe, City of Fargo staff

Purpose:

Celebrate Indigenous culture, history and people with the community; Mayoral PR Event recognizing MLK and Human Relations Awardees that acknowledge citizens and organizations who promote acceptance and respect for diversity, help to eliminate discrimination, and make our community welcoming.

By the Numbers:	2021	2020	2019
Event attendance (did not count)			~240
Surveys received			61
Nomination suggestions for next year			18
Donations			
Haley's Milk Run			~\$760.00
Volunteer Hours:			
Planning (6) 1.75 hr mtgs x 7 people			~73.5
Hosts & Event Volunteers (2.5 hrs * 12 people)			30
Artists/Performers (2 hrs * 9 dancer/singer)			18
Budget			
Printing			\$124.44
Photographer			Not billed yet
ASL Interpreters			\$360.00
Video Development: 3 award winners & MLK Video			\$1257.02
Venue & Talent			\$2181.25
Marketing: Print, FB, billboard			\$1426.00
Awards			\$161.30
TOTAL			

2019 Publicity

- 12/3/2018 100 Posters distributed (volunteers only)
- 1/7/2019 50 Postcards distributed (volunteers only)
- 1/17/2019 MLK Celebration Press Release (City issued)





2019 MLK Day Celebration Post Event Summary & Lessons Learned

2 of 4

- 01/14/2019 Area Martin Luther King Day Events Will Honor Civil Rights Leader
<https://www.kvrr.com/2018/01/14/area-martin-luther-king-day-events-will-honor-civil-rights-leader/>
- 01/18/2019 Martin Luther King, Jr. celebration Monday at Fargo Theatre
<https://www.inforum.com/community/954349-Martin-Luther-King-Jr.-celebration-Monday-at-Fargo-Theatre>
- 01/21/2019 MLK Celebration The Flag WZFG <https://www.am1100theflag.com/news/4055-martin-luther-king-jr-day-celebration-reflections-common-good>,
- MLK Celebration FMCVB Events <https://www.fargomoorhead.org/event/martin-luther-king-jr-celebration/>

Event Assets: Program, Show-flow, Press Release, Mayoral Proclamation, 4 videos

Lessons Learned

General

What went well in 2019?

- Comments heard from attendees, “I’ll be here in 2020”, “it was good, liked interactive entertainment”
- Format, perfect timing
- Dancing
- Barry Nelson stepping in for Commissioner Strand who was ill
- Entertainment that came with messaging
- Having a professional photographer
- Having sign language interpreters
- Dress rehearsal for all to feel comfortable on stage, understand the flow of the event

Lessons Learned for 2020

- Add more to the event
- Was anything missing?
- How to engage younger audience: Matour did a video project with engaging youth by interviewing people on downtown sidewalks about what is racism?

Event/Program

What went well in 2019?

- Well structured
- Roles and expectations clear
- HRC knew how to help
- Reach Partners brought contributions
- Less stressful
- Mayor better handled his role



2019 MLK Day Celebration Post Event Summary & Lessons Learned

3 of 4

Lessons Learned for 2020

- Mayor and Barry on stage too long, was a bit awkward
- Not to forget about Martin Luther King Jr. himself by perhaps hearing speeches he gave
- Before the event select unedited speeches shown at the Fargo Theatre since it is reserved for the full day
- A self-guided videos or movies or facilitated discussions post video or movie or speech

Talent/Speakers/Video

What went well in 2019?

- Variety of entertainment
- could have had more entertainment or longer performances: have Treo'Soul open and close

Lessons Learned for 2020

- Have more people involved, more diversity, people having different experiences
- Review list from last 5 years, see holes and explore those

Marketing / Media Opportunities

What went well in 2019?

- Media responded well
- Lots of inquires in the last 24 hours

Lessons Learned for 2020

- Create a media plan: being pro-active, identify spokespeople (not just one and people willing to do early morning interviews), identifying key messages
- Freshen up press releases
- Consider new imagery or update current imagery: hire an artist to do, develop a theme with accompanying artwork
- Seems like the same audience every year: how to use budget for marketing to increase audience? Create a marketing plan that clearly identifies who we are trying to reach

Awards

What went well in 2019?

- Asking for ideas for 2020 nominations

Lessons Learned for 2020

- Staff (Kara) did a lot of outreach to promote nominations, want to see volunteers and Human Relations Commissions take the lead

Planning

What went well in 2019?

- Not so much last-minute work
- Not as much running around



2019 MLK Day Celebration Post Event Summary & Lessons Learned

4 of 4

Lessons Learned for 2020

- Not so much last-minute work
- Not as much running around; much calmer
- Consider suggestions from evaluations
- Staff start earlier in getting geared up
- Revisit planning meeting schedule: meeting more frequently closer to the event. Have meeting dates set ahead of time (at start of planning, all meeting dates confirmed).
- Should 2020 be a repeat of the best of 2019 since it went well OR take some time to creatively think about how to build and change for 2020? If so, are volunteers willing to put in time to do that? As it would need to happen prior to August/September 2019 when group usually starts meeting.

HRC Strategic Planning 2019

Session #3

Update

- ▶ Summarize our two meetings
- ▶ Share and confirm next steps

Lessons from Session 1

Why HRC matters to you?

- ▶ Human rights and inclusion- we are all human beings and deserve to be treated with dignity and respect.
- ▶ Promote inclusivity and equity in community and government
- ▶ To voice human rights policy
- ▶ To advise decision-makers on issues of equity/inclusion in our community
- ▶ Provide voice to those who are not often listened to
- ▶ Connecting and advocating -- bridging the gap
- ▶ To improve people's lives

Lessons from Session 1

What is your priority for HRC?

- ▶ To provide space for people who feel or are discriminated against to be heard and supported
- ▶ To make the community more inclusive
- ▶ To truly improve someone's life
- ▶ To improve exchange and connection between all citizens
- ▶ To address discrimination issues - influence city discrimination policies
- ▶ To foster inclusion, awareness, and education for diversity
- ▶ To support community projects and city initiatives that support inclusion and diversity

Lessons from Session 1

SOAR

- ▶ **Top Strengths:** Our diversity and passion
- ▶ **Top Opportunities:** The status of the political climate
- ▶ **Top Aspirations:**
 - ▶ Comprehensive Plan
 - ▶ Condensed Budget
 - ▶ Listen to Community
 - ▶ Report on Achievements
- ▶ **Results:** Lots of ideas, none more popular than another

Lessons from Session 2

Vision Statement:

The Fargo Human Relations Commission (HRC) is a diverse group of individuals serving as an arm of the City of Fargo charged with addressing human rights needs and inclusion. We advocate for policy and practices that preserve individual rights and protections; strive to bring a voice to the ignored; and ultimately create a safer community for all people of Fargo, who are interdependent for belonging.

Lessons from Session 2

Ice Breakers: What are the big questions HRC must answer in order to be successful over the next several years? What do you hope will be most noticeably different about HRC (City of Fargo) in several years?

- ▶ How/what kind of authority do we have?
- ▶ Where do we want to go -- much more diversity?
- ▶ What do we do? What is our mission? Do we need to update?
- ▶ How can we have more meeting time face to face?
- ▶ How can we be more goal orientated?
- ▶ How can we pick a project and sustain that?
- ▶ How can we have certainty of outcomes?
- ▶ How can our impact be visible to the community?
- ▶ How do we talk about difficult topics?
- ▶ How do we get City Leadership more involved?
- ▶ Are we relations or rights?

Lessons from Session 2

Top Big Ideas:

- ▶ City of Fargo LGBTQ+ antidiscrimination ordinance
- ▶ Sponsor Community event/discussion on our common attributes instead of our differences
- ▶ Larger sponsorships for bigger impact
- ▶ City of Fargo Hate Crime ordinance
- ▶ Broaden the scope of who the HRC reaches
- ▶ Annual Education Event as Big as TED Talks
- ▶ A big public launch of our new vision

Staff Findings: Recurring Themes

- ▶ Throughout the two previous sessions and in multiple ways, HRC members expressed a desire to have a comprehensive plan, with measurable goals, with results communicated to the wider community.
- ▶ Condensed budget for bigger impact.

Staff's Recommended Next Steps

Develop Mission and Goals:

- ▶ Answer "Big Questions"
- ▶ Present to City Commission and community

Work Plans

- ▶ Decision making tool for what goes into the workplan
- ▶ Agree upon an achievable work plan for the remainder of 2019
 - ▶ Include measurable outcomes and reporting goals

How?

- ▶ Set aside 15 minutes at board meetings
- ▶ Set aside alternative meetings to the board meetings
- ▶ Staff develop more robust examples to create a template to work from and respond to - strengthening our partnership between staff and board members (which helps us understand our resource limitations)

2019 HRC Strategic Planning Report

Human Relations Commission

1 of 3

Over two meetings, The Human Relations Commission and staff learned what motivates each other to participate on the commission, completed an environmental scan, drafted a vision statement, and sparked ideas for action.

The following summarizes individual ideas that inform and depict a compelling story to share and give shape to their participation:

Why does HRC matter?

- We are all human beings and deserve to be treated with dignity and respect.
- To advise city decision-makers on issues of human rights, equity, and inclusion in our community.
- Advocacy for human rights, protect the rights of the most vulnerable and give voice to those not often heard.
- Connect, advocate and bridge cultural divides between North Dakota and new Americans
- Diversity brings life to our city, HRC lifts up and celebrates the diversity of our community.

What are the priorities for HRC?

- Address discrimination issues and influence city discrimination policies.
- Support community projects and city initiatives that support inclusion and diversity.
- Provide space for people who feel or are discriminated against to be heard and supported.
- Listening circles, connecting, improve exchange between all citizens.

SOAR

SOAR analysis is a strategic planning technique to help HRC focus on current strengths and opportunities, and create a vision of future aspirations and the result they will bring. The output from the SOAR analysis provides a basis for further in-depth analysis.

STRENGTHS *What do we do well; what are our greatest assets; what are we most proud of?*

- Compassion Encouraging Fearless Passionate Proactive Thoughtful
- Listen, hear experiences of folks who feel they have been discriminated
- Advocate, bring the city leaders to the table
- Facilitator for commissioners and media
- Educational opportunities
- Diverse commission represent a diverse group of perspectives
- Stakeholder in Welcoming Week and MLK event
- Refugee resettlement in Fargo process & report
- Envision a better messaging positive messaging and voice

OPPORTUNITIES *What opportunities should we focus effort, or how can we reframe our weaknesses (threats) to become opportunities?*

- Project messages that cultural diversity is an important opportunity and benefit to the community
- Lay groundwork laid for equity planning
- Be a powerful voice to influence city commission

2019 HRC Strategic Planning Report

Human Relations Commission

2 of 3

- Be a resource for referral to already existing area resources
- Be open and available to receive communication from people in the community and prioritize focus based on community feedback

ASPIRATIONS *How can we make a difference in the community?*

- Increase visibility (underlying theme for all SOAR)
- Develop long term plan, which includes policy, education and community outreach
- Develop a system to listen to community to identify issues, prioritize, gain community input, develop accountable action plans for greater community impact
- Develop city policy ordinance for anti-discrimination and other important HRC topics
- Condense budget for bigger impact on well-identified problems that we have the capacity to improve lives – bigger impact, bang for buck
- Semi-annual review and analysis and evaluation - check-in

RESULTS

What are meaningful measures to track goals?

- People participating in events, media coverage/awareness, number of events, number of accomplishments, dollars expended
- Track genuine progress indicators (GPI) and sustainable measures

What do we want to be known for?

- “Experts” and resources and hub for human rights related issues- “go to” agency
- Info and education
- Ambassadors

What is the community asking us to do?

- Increase safety for everyone, especially newcomers
- Better website with spider web between activities and contacts in town “hub”

HRC DRAFT VISION STATEMENT:

The following is a draft to provide an overall statement summarizing, at the highest level, the unique position the team intends to fill. Staff will begin to edit and refine the statement for review and approval by the commission.

FOR All people of Fargo **Who** are interdependent on one another for community and belonging **HRC is a** diverse group of individuals, an arm of the City of Fargo, charged with addressing human rights and needs and advocate for inclusion **That** fearlessly strive to inspire, and challenge others to accept and celebrate the diversity of the community **UNLIKE** accepting a culture of complacency and disrespect, politics of fear and divisiveness, **WE** advocate policy, practices by striving for individual rights and protections, stand for bringing a voice to the ignored (result), want everyone to be safe

SEVEN IDEAS FOR HRC ACTION

The following ideas were the result of rapid generation and sifting the group’s actionable ideas using [Liberating Structure’s 25-to-10](#) group activity. The ideas are answer what big idea, program, activities or

2019 HRC Strategic Planning Report

Human Relations Commission

policies does HRC have to adopt, fund, or design for HRC to be successful and influence a more tolerant, accepting future.

City of Fargo LGBTQI+ antidiscrimination ordinance.	Step 1: Research other cities' ordinances.
Sponsor Community event/discussion on our common attributes instead of our differences. Ex. Civic center participants from all races, ethnicity and religion, stand in the mail floor and ask: who has lost a loved one, who has a fear of dentists, etc. So, all can see what they have in common.	Step 1: Recruit participation, reserve venue.
Larger sponsorships for bigger impact	Step 1: Identify a theme, idea, or criteria to help determine/approve larger sponsorship, or coordinate with other community sponsorship.
City of Fargo Hate Crime ordinance	Step 1: Research other cities' ordinances.
Broaden the scope of who the HRC reaches	Step 1: Partnering with other entities (Park District, Schools) to reach a larger population
Annual Education Event as Big as TED Talks	Step 1: Identify a topic
A big public launch of our new vision.	Step 1: Go out to our communities to introduce and listen. * Immigrant/Refugee, LGBT – Gender Identity, People with Disabilities, Women

Recommendations for What Comes Next:

Dedicate a portion of time during each regularly scheduled commission meeting to finalize a plan that focuses the efforts of the staff and commissioners. The first task is to finalize and approve a vision statement from the draft crafted during the second meeting, then identify strategies to achieve that vision. Write a mission statement to answer why HRC exists. Identify actionable objectives for annual action plans.

Job Description Draft

City of Fargo Human Relations Commission Board Member

Job Overview:

HRC board members are integral in supporting the work of the Human Relations Commission and providing vision-based leadership and strategic governance. The City relies on members' expertise, critical thinking, research, and outreach to advise the City on how to identify, prioritize, and respond to civil rights issues and goals.

HRC Mission Statement:

The Fargo Human Relations Commission works to promote acceptance and respect for diversity and discourages all forms of discrimination.

HRC Vision Statement:

The Fargo Human Relations Commission is a diverse group of individuals serving as an arm of the City of Fargo charged with addressing human rights needs and inclusion. We advocate for policy and practices that preserve individual rights and protections; strive to bring a voice to the ignored; and ultimately create a safer community for all people of Fargo, who are interdependent for belonging.

The goals of the HRC are:

- To provide leadership in the areas of civil rights.
- To encourage and educate the public in the promotion of civil rights.
- To identify issues of principal concern to members of the community in the area of civil rights and to recommend priorities and objectives to the board of city commissioners.
- To encourage adherence to federal and state laws regarding civil rights, including Chapter 14-02.4 of the North Dakota Century Code, through education, conciliation and mediation.

The HRC does so by working with staff to:

- Respond to issues of discrimination as they are presented to the City (onboarding);
 - Provide guidance to City Commission on stances to take on civil rights issues
 - Consult and advise with public officials and agencies and with private individuals and organizations to provide education regarding civil rights. (Resolution)
 - In its discretion, assist aggrieved individuals; such assistance shall consist of information, guidance and, in its discretion, conciliation and mediation services (resolution).
- Research civil rights- and discrimination-related problems in Fargo (onboarding); measure and monitor community relations and civil rights issues (2015 strategic plan)
- Develop and prioritize program and action/policy solutions to recommend to the board of city commissioners, that are in furtherance of the purpose of the HRC as described above (Resolution):

Each individual board member is expected to:

- Know the organization's mission, policies, programs, and needs.
- Prepare for, attend, and conscientiously participate in monthly board meetings
 - Provide feedback on plans and proposals as presented by staff and committees
- Participate fully in one or more committees. This may include committing 5-10 hours monthly on work items such as research, outreach, and policy development.
- Serve as active advocates and ambassadors for the organization and help build good faith in the wider community about the work and reputation of the HRC.
- Help identify and leverage connections, networks, partnerships, and resources necessary to achieve the organization's mission.
- Follow the organization's bylaws, policies, and board resolutions.

Preferred Qualifications:**Experience:**

- Strong relationships with organizations and groups serving diverse communities in the City and five years' experience working with some of the people at risk for discrimination on basis of race, color, religion, sex, national origin, age, the presence of any mental or physical disability, status with regard to marriage or public assistance, participation in lawful activity off the employer's premise during nonworking hours which is not in direct conflict with the essential business-related interests of the employer, or sexual orientation.

Specific skills:

- Strong oral and communication skills
- Teamwork skills and ability to work collaboratively
- Critical thinking skills
- Research and policy analysis skills
- Ability to engage with diverse members of the public in a culturally competent manner.
- Listening skills
- Strong knowledge or understanding of community issues or ordinances

Personal characteristics:

- Demonstrated commitment to public service and strong work ethic
- Desire to improve things; curiosity/passion/interest

HRC 2020 Work Plan: WORKSHEET

Please use this worksheet to rank your priorities for the 2020 Human Relations Commission Work Plan. Refer to the spreadsheet for information on potential objectives and strategies.

Identify the 3 highest priority issues to you. Use number 1 for your first priority, 2 for your second, and 3 for your third. If it is not your 1st, 2nd, or 3rd priority, please leave it blank. Leaving it blank does not mean the issue is not important to you. Staff are using your responses to identify consensus on a few “big goals” which the HRC can focus its limited time and resources to have a big impact.

Big Goal	YOUR Ranking (Enter the number 1, 2, or 3).
Promote efforts in the community related to diversity, equity, inclusion, and anti-discrimination.	
Increase and promote diversity, equity, inclusion, and anti-discrimination practices in City government.	
Improve public awareness of rights	
Increase community engagement in local government and in general.	
Improve equal opportunity to jobs	
More inclusive community for people via formally protected rights (universal protection)	
Improve access to fair housing	

**CITY OF FARGO HUMAN RELATIONS COMMISSION
2019 Work Plan**

Big Goal	Objective/Strategy Examples	Underway with Staff	Progress Measurement	Lead	Champion	Timeframe
Promote efforts in the community related to diversity, equity, inclusion, and anti-discrimination	Publish an Inclusion/Equity Study (akin to the Regional Workforce Study) that prioritizes needs of Fargo citizens regarding community inclusion/security/community engagement (based on input provided by community members) and identifies key intervention points for community to act upon.	X				
	Create coordinated metro-wide collaborative resource among Welcome Week, Pangea, and other cultural education groups.					
	Create neighborhood centers in all neighborhoods.					
	Collaborate on future of Welcoming Week and explore other welcoming efforts.					
Increase and promote diversity, equity, inclusion, and anti-discrimination practices in City government	Implement "Inclusive Workplace" and mandatory cultural competency/white privilege training for City, boards, and City-auxiliary staff (e.g. BID) and offer metro wide					
	Review every City plan and create guidelines such that each is designed with a diversity/inclusion approach (e.g. Core Neighborhood Plan, City Capital Improvement	X				
	Host purpose-driven MLK Day event that integrates 1-2 key overarching Goals/Vision of the HRC to the theme.	X				
	Revamp sponsorship process and City funding recommendations toward mutual HRC and City of Fargo goals Increase the hiring and retention of People of Color, Indigenous People, disabled, LGBTQ+ and in the City's workforce. Increase the percent count of, and spend with, racially and ethnically diverse for-profit suppliers across all departments.					
Improve public awareness of rights	Prevent discriminatory practices in employment, housing, and public accommodations through training. Investigate options to expand capacity of customizable training, such as through a Training Institute or a Friends of the Commission 501(c)(3) nonprofit organization which supports educational outreach in the community (Lincoln, NE)	X				
	Create a one-stop shop of FHRC services/other recourse options in easily found location, e.g. MN Know Your Rights, and disseminating in different languages to key venues, e.g. churches.					
	Create inventory of human rights-related ordinances and their enforcement mechanisms; understand and communicate current mechanisms of justice (NC). Identify and close gaps in grievances/recourse options for people, including establishing HRC investigation/enforcement mechanism if necessary -- for example, obtain a Federal Equal Employment Opportunity Commission (EEOC) grant contract for all Title VII, Age Discrimination in Employment Act (ADEA) and Americans with Disabilities Act (ADA) complaints, as Lincoln, NE did.					
Increase community engagement in local government and in general.	Identify and implement meaningful method to get more residents involved/participating in the work of the HRC in a meaningful way.					
	Partner with Metrocog to identify and fund best mechanism for improved transit accessibility	X				
	Partner with United Way to identify and fund best mechanism for affordable childcare intervention	X				
	Improve Census 2020 Count accuracy. Send rotating HRC member to different community groups monthly to hear perspectives, needs, etc.; platform for voice other than solely HRC meetings					
Improve equal opportunity to jobs	Implement tools under Workforce Inclusion study and Laetitia's Moorhead study, including a coalition to increase the credibility of international licensures /work experience.	X				
More inclusive community for people via formally protected rights (universal protection)	Enact a comprehensive and inclusive non-discrimination law that prohibits discrimination in Employment, Housing, and Public Accommodations on the basis of sexual orientation or gender identity.					
	Hate Crime ordinance with enforcement mechanism					
	Recommend creation ADA Accessibility Review Board to more closely monitor/enforce ADA Accessibility (Sioux Falls, SD)					
Improve access to fair housing	Identify solutions and close gap between immigrants and landlords regarding credit and communication issues, as described by Fowzia and Abdiwahli.	X				
	Investigate constraints on rental credit requirements and enhance accessibility to all	X				
	Implement more public education of fair housing law, including 1) Where to turn when a violation is alleged; how to file complaint and 2) Misunderstood design and construction standards.	X				
	Identify gaps in current housing complaint and enforcement system and design and construction implementation monitoring. Explore need for more robust landlord/tenant mediation program.	X				