

MEMORANDUM

TO: Fargo Human Relations Commission
FROM: Tia Braseth, Community Development Planning Coordinator
DATE: April 11, 2019
RE: Human Relations Commission Meeting on April 18, 2019

The next meeting of the Fargo Human Relations Commission will be held on Thursday, April 18, 2019 at 12:00 p.m., in the Commission Chambers at the **New** 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, April 18, 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. MN CEP Inclusion Planning Presentation: Craig Nathan, Janelle Klinke, & Laetitia Hellerud
5. Public Comment – Citizens to be heard
6. Addictions Committee Note of Update
7. Strategic Planning Update
8. Sponsorship Applications Action Item
9. Welcoming America Membership Action Item
10. Term Expirations
11. Attendance Policy
12. Other Business
13. Staff Reports
14. Public Comment – Continued if needed
15. 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, March 21, 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, March 21, 2019.

The Human Relations Commissioners present or absent were as follows:

Present: Abdiwali Sharif-Abdinasir, Cheryl Schaeffe, Laetitia Hellerud, Matuor Alier, Barry Nelson

Absent: Hamida Dakane, David Lanpher, Rachel Hoffman, Paul Jensen

Item 1. Welcome and Introductions

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

Items 4 and 5 were heard before Items 2 and 3 due to lack of a quorum present.

Item 2. Approve Order of Agenda

Member Alier 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 February 21, 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. Building Bridges Presentation: Sean Coffman

Sean Coffman, Lutheran Social Services, provided an overview of the Building Bridges Conference being held at the Fargo Holiday Inn, April 9-10, 2019. He share that this conference is a celebration of diversity and will include national and local speakers, and a film screening. Mr. Coffman noted registration is open on the Lutheran Social Services website, and the formal program for the conference will be released next week.

Item 5. Public Comment – Citizens to be heard

No public comment was provided.

Member Hellerud present.

Item 6. Addictions Committee Note of Update

Member Schaeffe provided a brief overview of the addictions subcommittee's first meeting. She noted discussion is in the beginning stages and a second meeting is scheduled for March 22.

Item 7. Strategic Planning

a. Approve Vision Statement

Assistant Planner Kara Gloe presented the working versions of the Vision Statement for the Human Relations Commission as included in the packet. She noted that staff is recommending version 5 for approval.

The Board discussed the evolution of the statement.

Member Schaeffle moved to approve version 5 of the Vision Statement as outlined in the packet. Second by Member Sharif-Abdinasir. All Members present voted aye and the motion was declared carried.

b. Work Plan Framework

Ms. Gloe provided an overview of the draft work plan model.

c. Next Steps

Ms. Gloe reviewed the meeting notes from the two strategic planning sessions held with Reach Partners. She noted that staff is recommending hiring Reach Partners for a third session to define the Human Relations Commission Goals.

The Board discussed the cost, meeting structure, and importance of bringing all the information together.

Action on this item was tabled until after the Item 8 Budget presentation.

Item 8. Budget

Planning Coordinator Tia Braseth presented the categories of the Human Relations Commission 2019 budget. She noted that Board approval is needed on the categories, not the amounts.

The Board discussed the proposed categories, presented ideas for additional categories, and the possible dollar amounts for each category.

Member Schaeffle moved to approve the budget categories as presented with the addition of a Marketing/Outreach category. Second by Member Alier. All Members present voted aye and the motion was declared carried.

Ms. Braseth noted that the dollar amounts would be reviewed at an upcoming Executive Committee meeting.

The Board continued discussion on Item 7c.

Ms. Gloe stated that an additional planning session with Reach Partners would cost approximately \$3,000, noting the previous two sessions were around \$6,000 total. She noted these funds would be out of the 2019 budget.

Discussion was held regarding making adjustments to accommodate an additional meeting in the budget, the importance of being strategic with funding and planning, sources for additional Board funding, and alternative strategic planning options.

Member Schaeffe moved to approve hiring Reach Partners for an additional strategic planning session and tasking the Human Relations Commission Executive Committee to research additional funding sources for the 2019 budget. Second by Member Hellerud. All Members present voted aye and the motion was declared carried.

Item 9. Building Bridges Attendance

The Board discussed interest in attending the event. Ms. Gloe noted that the approved amount of \$500 from the February 2019 Human Relations Commission meeting would cover two event registrations.

Members Hellerud and Sharif-Abdinasir were selected to attend the event.

Item 10. Attendance Policy

Chair Nelson reviewed the attendance policy and emphasized the importance of timely responses to ensure meeting quorum is obtained.

Item 11. Other Business

No other business was addressed.

Item 12. Staff Reports

No staff reports were provided.

Item 13. Public Comment – Continue if needed

Member Sharif-Abdinasir inquired about the projected flood and information on how the Human Relations Commission could assist. Ms. Braseth stated that planning just started this week, and is in the early stages. She noted that Sandbag Central will be opening on Tuesday, March 26, volunteer information is available on the City website, and volunteers are greatly appreciated.

City Commissioner John Strand inquired about Member Hellerud's recent trip to Burundi. Member Hellerud shared her trip went well, she is hopeful for Burundi, experienced safer travel than past visits, and she was encourage by her interactions. She noted that the poverty level is extreme, but that many people are doing good work.

Chair Nelson noted that the City Commission will be meeting on March 25 and will hear an agenda item to support an opposing position on House Concurrent Resolution 3037.

Item 14. Adjourn

The time at adjournment was 1:06 p.m.

MEMORANDUM

TO: Fargo Human Relations Commission
FROM: Tia Braseth, Community Development Planning Coordinator
DATE: April 18, 2019
RE: Meeting Report

- Item 4. MN CEP (Concentrated Employment Program) Inclusion Planning:**
Craig Nathan and Laetitia Hellerud will present on the inclusion planning work they are doing and ask for the Fargo Human Relations Commission support and partnership.
- Item 6. Addictions Committee:**
Members Schaeffe, Jensen, and Alier will provide an update regarding the Addictions/Mental Health Stigma committee.
- Item 7. Strategic Planning Update:**
The May 7th strategic planning meeting is canceled due to constraints around flood preparedness. Staff will be in touch for scheduling in the near future. (KG)
- Item 8. Sponsorship Applications:**
PRIDE in the Park Sponsorship – The request is \$500, which is the same level as last year. The Executive Committee suggests \$200, which is the minimum amount needed to have a table at the event. (BN)
Suggested motion: To approve a \$200 sponsorship for PRIDE in the Park.
- Item 9. Welcoming America Membership:**
The cost of a Welcoming America Membership has increased. Last year we paid \$50, this year they billed us for \$500. Multiple levels of membership exist with varying degrees of support. The Human Relations Executive Committee recommends the \$200 level of membership this year to ensure Welcoming Week, for which planning has already begun, can continue. They also recommend thoughtful consideration if this is an event we want to continue to sponsor, and membership we want to maintain in the future. (BN)
Suggested motion: To approve the \$200 level membership to Welcoming America.
- Item 10. HRC Member's Term Expirations**
Members Jensen, Sharif-Abdinasir, and Hellerud's terms on the Fargo Human Relations Commission expire July 1, 2019. These members should let City staff know if they are interested in consideration for appointment to another three-year-term by Mayor Mahoney and the Fargo City Commission. You may reach out privately or at any of our regular meetings. (BN)
- Item 11. Attendance Policy**
Chair Nelson will report on March's attendance procedural follow-through and clarify any questions in regards to the attendance policy passed in October.



FARGO-MOORHEAD

August 8th-11th, 2019

Pride Collective & Community Center

www.fmpride.com

Mailing: PO Box 941

Fargo, ND 58107

Physical: 1105 1st Ave S

Fargo, ND 58103

Dear Kara,

For the past 19 years, the Fargo-Moorhead Pride Planning Committee has worked to build a healthy lesbian, gay, bisexual, and transgender (LGBT) community celebration through visibility, education, and engagement.

The **19th Celebration for F-M Pride** begins on Thursday, August 8th, and continues with a series of events culminating on Sunday, August 11th with the annual F-M Pride Parade in downtown Fargo. Each year, we draw attendees from throughout North Dakota, Minnesota, South Dakota, and stretching into Canada, as we once again claim our spot as one of the nation's largest rural celebrations. Additionally, this summer is the 50th Anniversary of the Stone Wall Riots, which was the spark that led to the current LGBT movement. Due to this milestone, we expect record attendance!

We would like to invite Fargo Human Relations Commission to return as a sponsor for this year's Fargo-Moorhead Pride celebration. Through your sponsorship, Fargo Human Relations Commission can show support to LGBT persons, their family members, allies, and other organizations that recognize the value in a diverse and inclusive Fargo-Moorhead community. In fact, thanks to great community partners like you, F-M Pride donated \$14,000 this past year to area LGBT organizations and projects.

Attached to this letter, you will find an explanation of the varying sponsorship levels with the benefits of each level and Sponsorship Registration Form. Please note that the Pride Collective and Community Center (PCCC) is a nonprofit 501(c)(3) organization, which may qualify your generous donation tax deductible. The PCCC's Federal Tax ID Number is 46-0517923.

If you are interested in Fargo Human Relations Commission returning as a sponsor for this year's F-M Pride, or have any questions, please contact me at (701) 367-3513 or joshua.boschee@yahoo.com.

Thank you Kara, in advance for your support!

In Appreciation,

Joshua A. Boschee, F-M Pride 2019 Planning Committee

Appreciate the HRC's continued support!

CITY OF FARGO HUMAN RELATIONS COMMISSION

Sponsorship Application

Please complete this application to apply for City of Fargo Human Relations Commission sponsorship funds. You may be contacted by City staff if additional information is required.

The Fargo Human Relations Commission (FHRC) assists in funding events that fit within its mission to encourage acceptance, respect for diversity and eliminate discrimination. If the FHRC commits funds to an event, it should be listed as a sponsor in all publicity. The FHRC will consider written funding requests monthly, with a deadline of the 28th of each month. Applications must include an event budget or detailed description of how funds will be used. While, on average, funding is provided in the amount of \$500 or less, all appropriate funding requests will be reviewed with consideration of FHRC budget constraints and established line items. If you would like more information about the FHRC sponsorships, please contact Willard Yellow Bird Jr., Cultural Planner, at 701-476-4116 or wyellowbird@cityoffargo.com.

ORGANIZATION NAME: Fargo-Moorhead Pride/Pride Collective & Community Center

PROGRAM/PROJECT NAME: Fargo-Moorhead Pride

DATE SUBMITTED: March 20, 2019

AMOUNT REQUESTED (requests generally should not exceed \$200, though higher amounts can be considered when appropriate): \$ 500

PLEASE ATTACH A PROJECT SUMMARY, INCLUDING A DESCRIPTION OF WHAT THE FUNDS WILL BE USED FOR (on the back of this page or on another sheet)

BASIC INFORMATION:

Address: Mailing - PO Box 941 Fargo, ND 58107. Physical - 1105 1st Ave S, Fargo, ND 58103

Contact Name: Joshua A. Boschee, Co-Chair Phone: 701-367-3513

Fax: _____ E-mail: joshua.boschee@yahoo.com

Legal structure of organization (ex. non-profit or for-profit, 501(c)(3), etc.) 501(c)3



Mission and Actions (In one or two sentences, what are you planning to do? Please attach additional information if applicable)

Fargo Moorhead Pride is in it's 19th year of celebrating the accomplishments of the local and regional lesbian, gay, bisexual and transgender community. The sponsorship provided by the Fargo HRC is dedicated to support the annual Pride in the Park, which is scheduled for Saturday, August 10th from 11-4 pm at Island Park in downtown Fargo and is an opportunity for local community organizations, businesses, education institutions, service agencies and vendors to promote their programs and services to the LGBT community and their allies.





SPONSORSHIP OPPORTUNITIES

Sponsors of Fargo-Moorhead Pride contribute in many ways including financial support, provision of services, donation of products, and media and advertising support. We hope to continue these relationships to contribute to the Fargo-Moorhead LGBTQ+ community, the residents of North Dakota and Minnesota, as well as the community at large. With your support, we will be able to grow and continue to positively impact the lives of many people by creating a safe, welcoming and fun weekend as well as throughout the year. We sincerely thank you for your interest in becoming a sponsor!

PLATINUM SPONSOR \$5,000

- Logo and/or company name on promotional materials including but not limited to print ads and social media
- Full Page Color ad in Pride Guide
- Sponsor listing on FM Pride website with company logo and hyperlink
- One-Color Logo on Volunteer and Pride 5K T-Shirts
- Table at Pride in the Park
- Ten Complimentary Pride Passes*

GOLD SPONSOR \$2,500

- Logo and/or company name on promotional materials including but not limited to print ads and social media
- 1/2 Page Color ad in Pride Guide
- Sponsor listing on FM Pride website with company logo and hyperlink
- One-Color Logo on Volunteer and Pride 5K T-Shirts
- Table at Pride in the Park
- Eight Complimentary Pride Passes*

SILVER SPONSOR \$1,500

- 1/3 Page Color ad in Pride Guide
- Sponsor listing on FM Pride website with company logo and hyperlink
- One-Color Logo on Volunteer and Pride 5K T-Shirts
- Table at Pride in the Park
- Four Complimentary Pride Passes*

BRONZE SPONSOR \$500

- 1/4 Page Color ad in Pride Guide
- Sponsor listing on FM Pride website with company logo and hyperlink
- One-Color Logo on Volunteer and Pride 5K T-Shirts
- Table at Pride in the Park
- Two Complimentary Pride Passes*

FRIEND OF PRIDE \$200

- Color Logo included in Pride Guide
- Sponsor listing on FM Pride website with company logo and hyperlink
- Table at Pride in the Park

*Pride passes allow access to each of the pride events that have a cover charge, at no additional cost. Passes will be delivered approximately 1 week before Pride Week so that they can be distributed to employees. No replacement passes will be given as we are not responsible for lost passes.

PHYSICAL ADDRESS:

1105 1st Ave N | Fargo, ND 58103

MAILING ADDRESS:

PO Box 941 | Fargo, ND 58107

218.287.8034

fmpride.com



SPONSORSHIP/DONOR OPPORTUNITY COMMITMENT FORM

ORGANIZATION _____

CONTACT PERSON _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

EMAIL _____ PHONE _____

WEBSITE _____

.....

SPONSOR LEVEL:

- PLATINUM • \$5,000 GOLD • \$2,500 SILVER • \$1,500
 BRONZE • \$500 FRIEND OF PRIDE • \$200
-

Online payments can be made through Paypal at pridecollective.com. If paying online, please submit this form electronically to sponsor@fmpride.com to confirm the transaction.

Check payments can be sent to: FM PRIDE Sponsorship
C/O Pride Collective & Community Center
PO Box 941
Fargo, ND 58107

To ensure logo placement in the Pride Guide, on fmpride.com, on social media and other promotional materials, please submit completed form, sponsorship payment, company url and high resolution JPG, PDF or EPS of your company logo no later than **Friday, June 7, 2019**.

PHYSICAL ADDRESS:
1105 1st Ave N | Fargo, ND 58103

MAILING ADDRESS:
PO Box 941 | Fargo, ND 58107

218.287.8034

fmpride.com

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WELCOMING NETWORK

FREQUENTLY ASKED QUESTIONS

WHAT IS THE WELCOMING NETWORK?

The Welcoming Network's membership program offers tools, resources, technical assistance, and a global network to help individuals, nonprofit and government partners transform communities into more welcoming places. Participating members connect with their peers to share good ideas and receive recognition for their efforts in local, national and global settings.



WHAT IS WELCOMING AMERICA?

A non-profit, non-partisan organization, Welcoming America is proud to support the many diverse communities and partners who are leading efforts to make their communities more vibrant places for all. Welcoming America provides the roadmap and support that communities need to become more inclusive toward immigrants and all residents.

WHERE DOES WELCOMING AMERICA WORK?

Through an array of programs and initiatives, including our Welcoming Network, Welcoming America helps local governments and nonprofit organizations build a welcoming infrastructure in more than 500 communities across the United States, and around the world.

WHAT DOES IT MEAN TO BE A MEMBER OF THE NETWORK AND WHO CAN JOIN?

Governments, nonprofits, and individual professionals working in immigrant inclusion are eligible to join the Welcoming Network. Members commit to advancing and institutionalizing welcoming efforts in their community, and they receive benefits including training, resources, networking, and leveraged funding.

WHAT IS THE WELCOMING ECONOMIES GLOBAL NETWORK?

The Welcoming Economies Global Network, a project of Welcoming America in partnership with Global Detroit, is a regional network of more than twenty initiatives from across the Rust Belt working to tap into the economic development opportunities created by immigrants. The WE Network strengthens the work, maximizes the impact, and sustains the efforts of these inclusive economic development initiatives. Learn more about the WE Network by visiting www.weglobalnetwork.org.

AS AN INDIVIDUAL CAN I JOIN THE WELCOMING NETWORK?

Yes! Individuals working in the immigrant inclusion field can join the Welcoming Network. This is a feature of our network that was launched in 2019 in response to a growing number of requests for support from individuals seeking to engage with the movement but working in organizations unable or ineligible to participate in the Welcoming Network. To join as an individual, members must commit to the values and vision of a welcoming community. Through the Welcoming Network, individuals can access tools and support to help them in their day-to-day immigrant inclusion work, and also help them catalyze their local organizations to join the Welcoming Network and increase their impact in their community.

LAST REVISED: 11/20/18

HOW DO I JOIN THE WELCOMING ECONOMIES GLOBAL NETWORK?

The WE Network invites local governments and nonprofits that welcome, retain, and empower immigrant communities in Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, New York, Ohio, Pennsylvania, and Wisconsin to apply. Core member applications must demonstrate that organizations are leading in two or more areas of inclusive economic development work.

Organizations can join the WE Network at one level and the Welcoming Network at another. For example, at the premium dues rate, an organization can be a Welcoming Network premium member and a WE Network core member. WE Network membership is available at the general and core level only.

HOW MUCH DOES IT COST TO JOIN THE NETWORK?

The Welcoming Network has four levels reflecting specific benefits, with dues ranging from \$150 at the individual member level to \$2500 at the premium member level. As an organization that operates with a diversity and equity lens, we have built in a sliding scale and a robust scholarship program to help ensure that communities are able to access membership regardless of their ability to pay membership dues. We know fiscal calendars and internal processes vary from member to member, and staff will work with members to find solutions to barriers organizations may face when joining or renewing their membership. Full details on dues and our scholarship program can be found at www.welcomingnetwork.org.

WHAT IS THE WELCOMING INSTITUTE?

Beyond membership, Welcoming America offers customized trainings and coaching packages to advance your work. See www.welcominginstitute.org and contact us at info@welcomingamerica.org to discuss your training and coaching needs.

WHAT IS CERTIFIED WELCOMING?

Welcoming America's Certified Welcoming program provides an avenue for measuring, promoting, guiding, and validating your community's welcoming efforts. Through the Certified Welcoming process communities go through a formal evaluation of current work to identify local strengths and set a roadmap for areas of growth. Program participants complete a self-evaluation, participate in a multi-day in-person site visit, and receive an extensive written assessment of current work including local highlights and next steps. Those that work to meet the Welcoming Standard also receive the designation of Certified Welcoming. Past participants have used the program to strengthen current programming, bring on new partners, validate work, and attract businesses and new residents. Members may apply their annual membership dues to the Certified Welcoming fee. Visit www.certifiedwelcoming.org for more information.

For a complete list of our most frequently asked questions, visit www.welcomingnetwork.org.

WHAT DOES MY ORGANIZATION COMMIT TO DOING AS A MEMBER OF THE NETWORK?

By joining the Welcoming Network your primary commitment is to actively build a more inclusive community through the work of your organization. This means engaging partners, implementing programs, and communicating values. As part of that larger commitment to the work, Welcoming America asks members to pay dues to support the network, host an annual Welcoming Week event, participate in learning opportunities such as conferences, webinars, and workshops, complete the annual State of Welcoming survey, and assign at least one main point of contact and dedicated staff person for welcoming work. If your organization is joining as a core or premium member, you will be asked to complete a self-assessment when you join. If your organization is a local government, you will also commit to passing a Welcoming Resolution. Learn more about commitments and benefits of joining our Welcoming Network by visiting www.welcomingnetwork.org.

LAST REVISED: 11/20/18

WELCOMING NETWORK



JOIN THE GLOBAL MOVEMENT FOR INCLUSIVE AND PROSPEROUS COMMUNITIES

Apply Online

Talk with Us

Access our Network

ABOUT THE WELCOMING NETWORK

The Welcoming Network's membership program offers tools, resources, technical assistance, and a global network to help individuals, nonprofit and government partners transform communities into more welcoming places. Participating members connect with their peers to share good ideas and receive recognition for their efforts in local, national and global settings.



A diverse network of over 200 organizations and growing

Access to coaching and strategy sessions with our expert staff



Exclusive access to timely member resources, webinars, and calls

Opportunities for peer learning and community exchange programs



ABOUT THE WE GLOBAL NETWORK



The Welcoming Economies Global Network, a project of Welcoming America in partnership with Global Detroit, is a regional network of more than twenty initiatives across the Midwest working to tap into the economic development opportunities created by immigrants. Most member organizations come from the WE Global Network's 10-state region: IL, IN, IA, MI, MN, MO, NY, OH, PA and WI.

"I encourage my colleagues in other cities to join the network because it's a great place to learn about, develop, and validate best practice. The more communities we have in the network, the stronger we make our communities."



Diego Abente

Vice President & Director of Microenterprise Development, President of the International Institute Community Development Corporation of St. Louis

JOIN THE NETWORK
WELCOMINGNETWORK.ORG

CONTACT US: membership@welcomingamerica.org

WELCOMING
AMERICA



WELCOMING NETWORK MEMBER BENEFITS GUIDE

	INDIVIDUAL	GENERAL	CORE	PREMIUM
	1 Hour	2 Hours	4 Hours	8 Hours
Phone Coaching and Strategy Sessions				
Member-only forum, library, and quarterly newsletter	●	●	●	●
Discounts to conferences and merchandise	●	●	●	●
Participation in optional advocacy campaigns	●	●	●	●
Member rates for Welcoming Institute	●	●	●	●
Access to training and technical assistance opportunities		●	●	●
Member-only conference calls, webinars, and talking points		●	●	●
Access to Getting Started and Network Branding Toolkit		●	●	●
Priority access to Certified Welcoming Scholarship		●	●	●
Eligible to serve on Network Leadership Committee			●	●
Eligible for member spotlights and features on national webinars*			●	●
Invitations to national/international partner events*			●	●
Eligible for Community Exchange programs			●	●
Two free registrations to Network conferences			●	●
In-depth on-boarding call with Network staff			●	●
Priority access to training and technical assistance*			●	●
Eligible for Spark Fellows Program*			●	●
Priority eligibility to host Network conferences*			●	●
Premium Welcoming Week Starter Kit				●
Collaborative opportunities such as Core Member Day  Core Only			●	
Elect WE Global Steering Committee  Core Only			●	

MEMBERSHIP DUES

Individual Professionals	\$150
General Membership	\$200-500
Core Membership	\$1,500
Premium Membership	\$2,500

 *WE Global Network membership is available at the general and core level. Both memberships include Welcoming Network membership. Organizations can also mix and match; for example, at the premium dues rate, an organization can be a premium Welcoming Network member and a core WE Global member.*

** Premium members receive highest priority for these opportunities pending level of match with the opportunity.*

Learn more and join online at welcomingnetwork.org, where you can find a complete list of membership benefits, details on our membership dues, and our membership scholarship program.

WELCOMING NETWORK MEMBERSHIP COMMITMENTS

Welcoming Network Members commit to:

- Follow general membership principles
- Pay dues to support the network
- Host a Welcoming Week event
- Participate in learning opportunities such as conferences, webinars, workshops, etc.
- Complete the annual State of Welcoming Survey
- Assign at least one main point of contact and a dedicated staff person for welcoming work
- Complete Certified Welcoming Self-Assessment (Core and Premium members)
- Pass a Welcoming Resolution (Core and Premium Government members)

ABOUT WELCOMING AMERICA

A non-profit, non-partisan organization, Welcoming America is proud to support the many diverse communities and partners who are leading efforts to make their communities more vibrant places for all. Welcoming America provides the roadmap and support that communities need to become more inclusive toward immigrants and all residents.

JOIN THE NETWORK
WELCOMINGNETWORK.ORG

CONTACT US: membership@welcomingamerica.org



Human Relations Commission Attendance Procedures

To be respectful of everyone's time and to maximize the effectiveness of the Human Relations Commission, please review the attendance procedures below:

- The Human Relations Commission meetings are held monthly, on the third Thursday of the month at 12 p.m. in the City Commission Chambers. Scheduling time to attend these meetings is a priority. The goal is to have 100% attendance as often as possible.
- Two weeks before the meeting, a confirmation of Commissioners' attendance will be required and requested via email from City staff. Please respond directly to this email within 24 hours of the scheduled meeting to verify quorum. If a quorum is not confirmed through this process, 24 hours prior to the scheduled meeting, the meeting will be cancelled.
- If your attendance status should change, please let staff know promptly so arrangements can be made if necessary.
- If you are unable to attend a meeting due to unforeseen circumstances or travel, you may opt to call-in to a meeting if able. Please let staff know four or more hours before the scheduled meeting.
- A Human Relations Commission member who misses three or more meetings in a calendar year without giving advanced notice may be removed, subject to a vote of the remaining members and approval of the Mayor.