

Moderator: Amy Phillips

In Attendance: Rachel Hoffman, Abdiwali Sharif-Abdinasir, Laetitia Hellerud, Tanya RedRoad, Timothy Stone, David Lanpher, Hassan Lamba, and Waseem Altaf

Staff: Willard Yellow Bird, Cristie Jacobsen, Tony Gehrig

Notes: Kristina Kaupa

AGENDA ITEMS:

- Who are we? What are our goals?
 - General thoughts, feelings, reactions
 - Represent the people who aren't otherwise represented in our community
 - Hassan: Many of the people we are serving aren't eligible voters, so as a volunteer board we are their representatives in many ways
- Notes for Strategic Planning Session—Scheduled for Wednesday, October 28 at 5:30pm
 - Items for consideration at strategic planning session:
(All pages, paragraphs, lines, etc. are in reference to the 2013 strategic plan.)
 - The strategic plan was intended to be re-done annually
 - Addition of “overt” reference to discrimination in strategic planning goals
 - Elimination of “unlawful” from page 2, paragraph 1, line 2, the 10th word.
 - Cristie: “There is a lot of discrimination that is technically lawful, and we shouldn't limit ourselves”
 - Update on Moorhead Human Rights Commission, still formally exists but is not operating
 - Page 3, bullet point 6 states that we are to strengthen the relationship between the “Moorhead Human Rights Commission and the Native American Commission to identify ways to coordinate and collaborate on issues of mutual interest”
 - Change in language for clarity regarding sexual orientation (pg 6, paragraph 2, line 8, words 1 and 2). Include change that would recognize and use language supporting gender identity in addition to sexual orientation.
 - Need to create a PR/outreach strategy to ensure facebook, twitter and social media generally are active in engaging the community
 - Formation/resurrection of rapid response committee
 - Creation of plan for eliminating gap in communication between citizens, city, HRC and other groups
 - Address structural difficulties
 - Discuss need for further orientation for new or all members
- How can we better execute the goals of the HRC
 - Need to be better about eliminating/discouraging discrimination
 - Need to be proactive and not just reactive
 - Hassan: Need to look to individuals affected to ensure we are emphasizing and prioritizing issues felt in our community. Particularly discrimination issues in education, employment and community
 - Page 6, goal C

- Need to be informed and actively engaged
 - Where is the current disconnect and how can we address it
 - Page 6, goal B
- Need to ensure there is specificity in structure, process, language
- What is our jurisdiction/what can we do according to our ordinance?
 - Be mindful of the fact that we are a volunteer organization charged with a very large task and create a plan that allows us to be successful
 - Page 7: Assist by providing information, guidance, discretion conciliation and mediation
 - Three main areas:
 - Education--Proactive
 - Public Services
 - Community Outreach--Proactive
 - Programming
 - People Approaching Commission—Reactive
 - Seeking information
 - What are the policies and processes before they reach the commission, once they reach the commission and what happens next
 - Need to encourage people to approach us and have a faster response
 - Formation/resurrection of rapid response committee made up of the executive committee
 - Rachel, Tanya, Keith and Waseem work with Willard to respond within the day/week to ensure we are facilitating communication with the city and community and forwarding the work of the commission

OTHER BUSINESS:

- Motion by David Lanpher to support the Native American Commission's resolution for Indigenous Peoples' Day
 - Second by Tanya Redroad
 - Unanimously approved by those in attendance (Rachel Hoffman, Abdiwali Sharif-Abdinasir, Tanya RedRoad, Timothy Stone, David Lanpher and Hassan Lamba)