

MEMORANDUM

TO: Human Relations Commission

FROM: Willard Yellow Bird, Cultural Planner, Community Development

DATE: December 13, 2016

SUBJECT: Fargo Human Relations Commission Meeting

The next meeting of the Fargo Human Relations Commission will be held on Thursday, December 15, 2016 at 12:00 p.m. in the City Commission Room at Fargo City Hall. If you are not able to attend, please contact staff at 241-1474 or planning@cityoffargo.com.

HUMAN RELATIONS COMMISSION
Thursday, December 15, 2016 12:00 p.m.
City Commission Room
AGENDA

1. Welcome and Introductions
2. Approve Agenda & Minutes
3. Presentation: State Representative District 21 Kathy Hogan
4. Public Comment (12:10)
5. Hate Graffiti Response
6. MLK Day Committee
7. New American Working Group
8. Funding & Budget Update
9. Other Business and Announcements
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.cityoffargo.com/streaming. They are rebroadcast each Thursday at 12:00 p.m.

People with disabilities who plan to attend the meeting and need special accommodations should contact the Planning Office at 241-1474 or TDD at 241-8258. Please contact us at least 48 hours before the meeting to give our staff adequate time to make arrangements.

Minutes are available on the City of Fargo Web site at www.cityoffargo.com/humanrelations.

**BOARD OF HUMAN RELATIONS COMMISSIONERS
MINUTES**

Regular Meeting:

Thursday:

November 17, 2016:

The Regular Meeting of the Board of Human Relations Commissioners of the City of Fargo, North Dakota, was held in the City Commission Room at City Hall at 12:00 o'clock p.m., Thursday, November 17, 2016.

The Human Relations Commissioners present or absent were as follows:

Present: Rachel Hoffman, Abdiwali Sharif-Abdinasir, David Lanpher, Laetitia Hellerud, Keith Bjornson, Timothy Stone, Paul Jensen, Barry Nelson

Absent: Tanya RedRoad, Hassan Lamba

Also Present: Willard Yellow Bird

Item 1. Welcome and Introductions

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

Item 2. Approve Order of Agenda

Mr. Nelson moved the Order of Agenda be approved with the addition of a presentation by Lutheran Social Services after Item 4. Second by Mr. Bjornson. All Members present voted aye and the motion was declared carried.

Item 3. Minutes: Regular Meeting of October 20, 2016

Mr. Sharif-Abdinasir moved the minutes of the October 20, 2016 Human Relations Commission meeting be approved. Second by Mr. Lanpher. All Members present voted aye and the motion was declared carried.

Item 4. Public Comment (12:10)

No public comments were made.

Item 5. Presentation: Saurav Dahal, Lutheran Social Services of North Dakota (LSSND)

Saurav Dahal, state refugee health coordinator and special projects manager for Lutheran Social Services of North Dakota (LSSND), presented to the Board information on refugee resettlement in North Dakota. He discussed the United States immigration overview; the resettlement process; LSSND's resettlement services; challenges; and the valuable contributions refugees make to our community.

12:13 p.m. Member Hellerud present.

Discussion was held regarding the biggest challenges of refugee resettlement; services provided to refugees; and the main sectors of employment held by refugees.

Item 6. New American Working Group Update

Mr. Nelson provided an update on the New American Working Group, which has been meeting to define the process and identify a timeline on gathering information regarding refugee resettlement including data collection, community engagement, and communication on this topic moving forward.

Item 7. Martin Luther King Day Update – Monday January 16, 2017 at Fargo Theatre

Ms. Hellerud provided an update to the Board regarding the upcoming Martin Luther King Jr. Day event. She noted the final meeting of the event's planning committee will be held Tuesday, December 20, 2016 at 12:00 p.m. at Atomic Coffee.

Item 8. Review Fargo HRC Statement - NoDAPL

Ms. Hoffman noted a letter of support from the Fargo Human Relations Commission has been drafted regarding the Dakota Access Oil Pipeline, with comments included from Member Jensen.

Discussion was held regarding the need to move on this item, with further conversation being held at the next Fargo Human Relations Commission Executive Committee meeting.

Mr. Jensen moved to support Mr. Lanpher's recommendation to approve the letter with the amendments as submitted. Second by Mr. Nelson. All Members present voted aye and the motion was declared carried.

Item 9. Funding Request

The following funding request was reviewed as follows:

- 1) Global Youth United funding request for \$500 to assist with facility rental and fuel costs for their after school, indoor soccer recreation program.

Mr. Nelson moved the funding request be approved for \$500. Second by Mr. Jensen. All Members present voted aye and the motion was declared carried.

Item 10. Other Business and Announcements

Pangea – Cultivate Our Cultures event will be held on Saturday, November 19, 2016 from 10:00 a.m. to 4:00 p.m. at the Hjemkomst Center in Moorhead, Minnesota.

Mr. Bjornson noted he will follow up with City staff regarding parking accessibility for ADA-compliant vehicles to park diagonally across two parking spaces, if there are no ADA parking spaces available. He noted this item was forwarded to the State Legislature a few months ago, but he has not received a response.

Mr. Nelson noted there is a community group called Community Together, which supports refugees and LSSND's efforts. He noted they will be meeting on Thursday, December 8, 2016 at 3:00 p.m. at Olivet Lutheran Church.

Item 11. Adjourn

Mr. Jensen moved the meeting be adjourned. Second by Mr. Sharif-Abdinasir. All Members present voted aye and the motion was declared carried.

The time at adjournment was 1:07 p.m.

FARGO/MOORHEAD HATE CRIME PREVENTION AND RESPONSE PLAN

The purpose of this plan is to establish a procedure for appropriate and timely local responses to hate crimes and incidents in the FM area. The goal is to show strong support for victims of hate and zero tolerance for such incidents. In addition, the plan strives to raise awareness of hate related issues in the community.

Most importantly, people should not feel alone when a hate incident occurs -- hate is a community problem, not an individual problem. The Fargo Moorhead community stands together against acts of hate. Although all hate incidents are unique, and individual judgment should be used in each case, this plan endeavors to provide a course of action that should prove useful when a hate crime or hate incident occurs in the area.

The Fargo Human Relations Commission and the Moorhead Human Rights Commission do not investigate hate crimes and incidents. Rather, both commissions provide support to victims and communities, along with leadership in preventing hate crime through educational and collaborative efforts to stand against prejudice and bigotry.

1. When a hate crime or incident is reported to the Fargo Human Relations Commission or the Moorhead Human Rights Commission, the victim and/or community should be encouraged to contact the police immediately.¹ An offer should also be made by a representative of the Fargo Human Relations Commission or Moorhead Human Rights Commission to accompany the victim or group to the police department. In addition, victims should be encouraged to document specific details, including what was said, by whom, when and where and if any threats were made.
2. The Fargo Human Relations Commission and the Moorhead Human Rights Commission will work closely with the police and city staff to determine the appropriate level of community response to support the victim(s), including any necessary public statements.
3. If local law enforcement finds that a hate crime or incident has occurred, it will report the incident to the appropriate state and federal agencies and local human rights/relations commission. Law enforcement will also supply the victim(s) with information regarding the Moorhead Human Rights Commission and Fargo Human Relations Commission so that they may have the opportunity for additional assistance and support.
4. If appropriate, the human rights/relations commissions will also call upon partners in the Hate Crime Prevention and Response Network (listed in this document) to determine a further response. The Hate Crime Prevention and Response Network will identify follow-up measures for victim and community support. Examples of follow-up include:
 - a. Meet with neighborhood groups and residents in target communities to ally concern and respond to the incident specifically
 - b. Encourage the larger community to step forward and show solidarity
 - c. Assure the victim and community that the crime or incident is being taken seriously

¹ If you are a victim or witness to a hate crime, call 911 immediately. If it is a non-emergency, call 701-235-4493 (Fargo Police Department) or 218-299-5111 (Moorhead Police Department).

- d. Expand, where appropriate, existing hate prevention programs, such as anti-hate seminars and response workshops
5. The Fargo Human Relations Commission and Moorhead Human Rights Commission should review the hate crime prevention and response process annually and provide recommendations to the Fargo City Commission, Moorhead City Council and police departments.
6. The Fargo Human Relations Commission and Moorhead Human Rights Commission should also periodically sponsor hate crime prevention and response workshops to promote understanding and provide continuing education to the Hate Crime Prevention and Response Network.²

Hate Crime Prevention and Response Network:

In order to provide a timely and meaningful response to victims and communities of hate crimes and incidents, the Fargo Human Relations Commission and Moorhead Human Rights Commission will partner with citizens and organizations in the Hate Crime Prevention and Response Network. Key partners are listed on page 3.

² **Hate Crime Defined:** The states of Minnesota and North Dakota do not have the same laws relating to hate crimes.

Therefore, the definitions are different:

Minnesota: A hate crime, as defined by Minnesota Statute Section 609.223 1, Subd. 4, is a criminal act committed against a person, institution, or property, of which the primary motivation is the victim's affiliation with a protected class. This includes such criminal acts as arson, assault, vandalism, threats, harassment, and physical acts of violence.

Minnesota state law established the following protected classes: *race, color, religion, gender, sexual orientation, age, disability, and national origin*. In Minnesota, convictions resulting from hate crimes carry enhanced penalties.

North Dakota: North Dakota does not have a hate crime statute at this time. However, a hate crime is defined in the North Dakota Century Code Section 12.1-14-04, as intentional injury or intimidation of another because of a person's *sex, race, color, religion, or national origin*. North Dakota Century Code, Section 12.1-14-15 criminalizes acts committed by force, threat of force or by economic coercion that injures or intimidates another because the person exercises civil rights. In addition, City of Fargo ordinance 4081, Article 15-02, discourages 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, sexual orientation, or lawful activity off an employer's premise during nonworking hours*. In North Dakota, convictions resulting from hate crimes do not carry enhanced penalties.

United States: For purposes of data collection, the FBI defines a hate crime as a criminal offense committed against a person or property which is motivated, in whole or in part, by the offender's bias against the victim's race, religion, disability, ethnic origin, national origin, or sexual-orientation.

FARGO MOORHEAD HATE CRIME PREVENTION AND RESPONSE NETWORK

2007

Law Enforcement / Legal Services	Schools and Universities	Supportive Services	Community Leadership	Local Media	National Resources
Cass County Sheriff's Office Paul Laney, Sheriff 211 9 th Street South PO Box 2806 Fargo, ND 58108 Phone: 701-241-5800 Email: sheriff@casscountynnd.gov	Concordia College Johnathan Judd Multicultural Affairs Director 901 8 th Street South Moorhead, MN 56562 Phone: 218-299-3872	Cultural Diversity Resources Yoke Sim Gunaratne 303 Roberts Street North Fargo, ND 58102 Phone: 701-526-3000 Email: ysg@culturaldivesity.org	Fargo Mayor's Office Mayor Dennis Walaker 200 3 rd Street North Fargo, ND 58102 701-241-1310	Fargo Forum 235-7311 241-5529 High Plains Reader 235-1553	Anti-Defamation League 312-782-5080 (Chicago Regional) Center for the Study of Hate & Extremism Phone: 909-537-7711 hatemonitor.csusb.edu
Cass County States Attorney Birch P. Burdick 211 9 th Street South PO Box 2806 Fargo, ND 58103 Phone: 701-241-5850 Email: attorney@casscountynnd.gov	Minnesota State Community and Technical College 1900 28 th Avenue South Moorhead, MN 56560 Phone: 218-299-6500	Fargo Human Relations Commission Nate Bailly 200 3 St N Fargo, ND 58102 Phone: 701-241-1474 Email: nbailly@cityoffargo.com	Moorhead Mayor's Office Mayor Mark Voxland 500 Center Avenue Moorhead, MN 56560 218-299-5166	KVLY TV 11 701-237-5211 KXJB TV 4 282-0444	FBI Civil Rights Program Federal Bureau of Investigation J. Edgar Hoover Building 935 Pennsylvania Avenue, NW www.fbi.gov/hq/cid/civilrights/civilrts.htm Phone: 202-324-3000
Clay County Attorney Brian J. Melton 807 11 th Street North Moorhead, MN 56560 Phone: 218-299-5002 Email: attorney@co.clay.mn.us	Minnesota State Univ Moorhead Abner Arauza 1104 7 th Avenue South Moorhead, MN 56563 Phone: 218-477-2721 Email: arauza@mnstate.edu	Minnkota Health Project Kama Jensen 116 12 th Street South Moorhead, MN 56560 Phone: 218-287-4636 Email: minnkota@pepp.org	ND Legislators http://www.legis.nd.gov/	WDAY TV 6 701-237-6500 241-5330 KVRR TV Fox 277-1515	Gay and Lesbian Alliance Against Defamation 248 West 35th Street, 8th Floor New York, NY 10001 Phone: 212-629-3322 www.glaad.org
Clay County Sheriff's Office Bill Bergquist 915 9 th Avenue North Moorhead, MN 56560 Phone: 218-299-5151 Email: sheriff@co.clay.mn.us	North Dakota State University Office of Equity and Diversity Eveadean Myers 1301 12 th Avenue North Fargo, ND 58102 Phone: 701.231-7708 Email: evie.myers@ndsu.edu	Moorhead Human Rights Commission Del Rae Williams PO Box 779 Moorhead, MN 56561 Phone: 218-299-5296 Email: delraecpa@hotmail.com	Somali Community Development Center Ahmed Haji Phone: 701-373-5280	KFGO Radio 237-5346 KQWB Radio 236-5910	U.S. Commission on Civil Rights Phone: 800-522-6843 www.usccr.gov/filing/flndx.htm
Fargo Police Department Greg Lemke/Tod Dahle/Dave Todd 222 4 St N Fargo, ND 58102 Phone: 701-241-1437	Fargo Public School District Nancy Jordheim 415 North 4 th Street Fargo, ND 58102 Phone: 701-446-1036 Email: jordhna@fargo.k12.nd.us	North Dakota Human Rights Coalition Mitch Marr, Director PO Box 1961 Fargo, ND 58107 Phone: 701-793-1134 Email: mitchmarr@ndhrc.org	Religious Institutions Temple Beth El Janeen Kobrinsky 809 11 Ave S Fargo, ND 58103 Phone: 701-232-0441 Email: Janeen@kobrinsky.com	KVOX Radio 233-1522 KCCM Radio 299-3666	Hate Crimes Research Network Phone: 503-725-3926 www.hatecrime.net Holocaust History Project www.holocaust-history.org
Legal Services of NW Minnesota 1015 7 Ave N Moorhead, MN 56560 Phone: 218-233-8585 Email: legalaid@lsnmlaw.org	Fargo Catholic Schools Kyle Edgerton, Superintendent 5600 25 th St S Fargo, ND 58104 Phone: 701-893-3200 Email: Kyle.Edgerton@sendit.nodak.edu	People Escaping Poverty Project (PEPP) Duke Schempp 116 12 th Street South Moorhead, MN 56560 Phone: 218-236-5434 Email: duke@pepp.org	Islamic Center 2102 6 Ave S Fargo, ND 58103 Phone: 701-234-9607	KDSU Radio 237-8215 AP 235-1908 800-472-2186 The Spectrum 237-8929 Cablecom 280-0033	Matthew Shepard Foundation Phone: 307-237-6167 www.matthewshepard.org Not in Our Town Campaign Phone: 510-268-9675 www.pbs.org/notinourtown/
Legal Services of ND Linda Catalano 118 Broadway, Suite 512 Fargo, ND 58102 Phone: 218-232-4495 ext 308 Email: lcatalano@legalassist.org	Moorhead Public School District Lynne Kovash, Superintendent 2410 14 th Street South Moorhead, MN 56560 Phone: 218-284-3300 Email: lkovash@moorhead.k12.mn.us	Pride Collective 116 12 th Street South Moorhead, MN 56560 Phone: 218-287-8034 Email: info@pridecollective.com			Partners Against Hate Phone: 202-452-8310 www.partnersagainsthate.org

Moorhead Police Department

David Ebinger
915 9th Avenue North
Moorhead, MN 56560
Phone: 218-299-5141
Email: policedept@ci.moorhead.mn.us

Oak Grove Lutheran School

Kimberly Meng, Intl. Student
Coordinator
124 North Terrace
Fargo, ND 58102
Phone: 701-373-7167
Email: Kimberly.meng@oakgrovelutheran.com

Rape and Abuse Crisis Center

Beth Haseltine
317 8th Street North
Fargo, ND 58102
Phone: 701-293-7273
Email: info@raccfm.com

Central Cities Ministry

Phone: 701-237-7335

Places of worship

Southern Poverty Law Center

400 Washington Avenue
Montgomery, Alabama 36104
Phone: 334-956-8200
www.splcenter.org
www.tolerance.org

Native American Commission

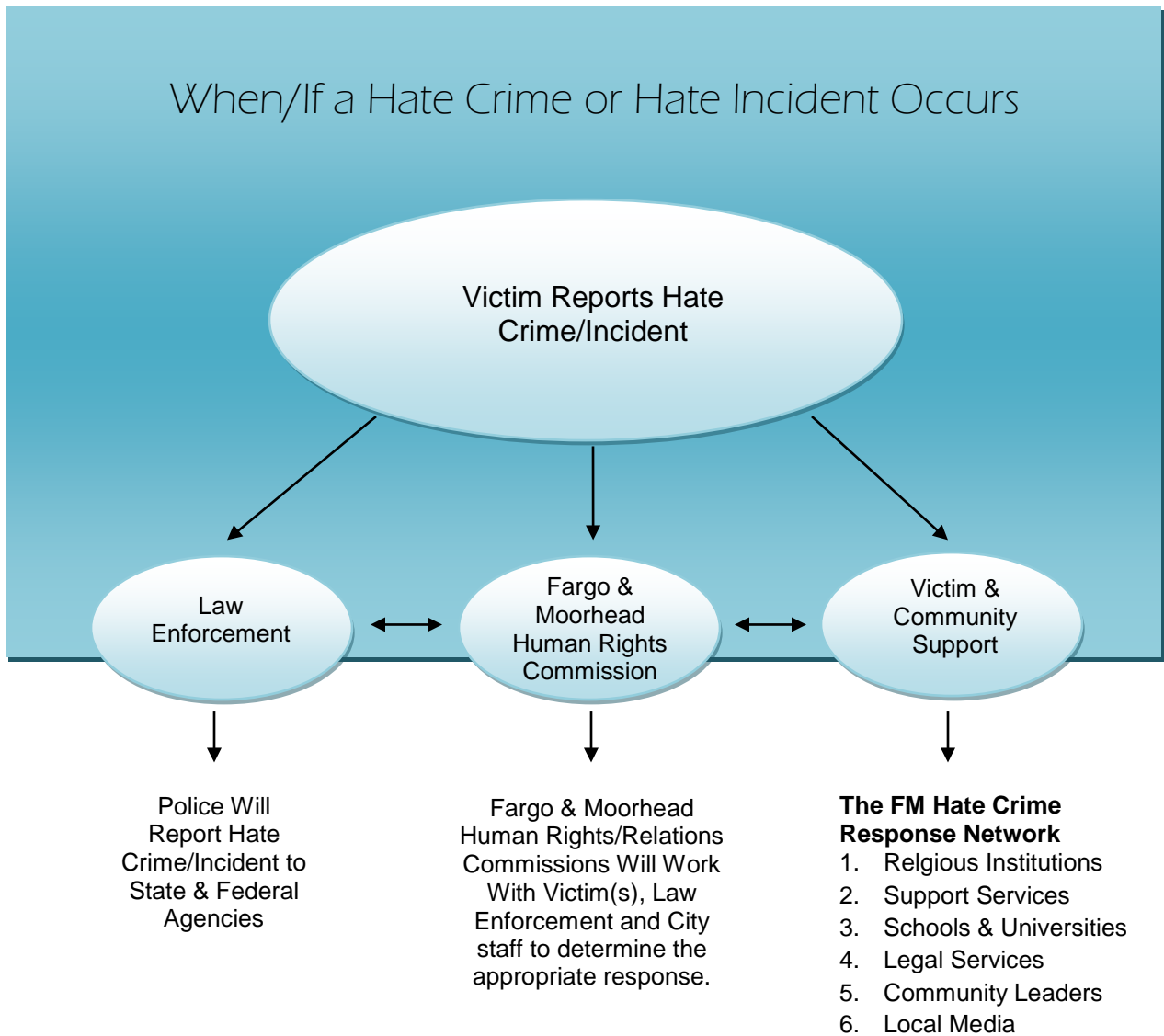
Willard Yellowbird
200 3 St N
Fargo, ND 58102
Phone: 701-241-1509
Email: WYellowBird@cityoffargo.com

ACLU of the Dakotas

Jennifer Ring, Director
112 North University Drive, Suite 301
Manchester Building
Fargo, ND 58102-4661
Phone: 701-461-7290
Email: DAKACLU@cs.com

FARGO/MOORHEAD HATE CRIME & INCIDENT RESPONSE PLAN FLOW-CHART

Ongoing Community Education about Preventing and Responding To Hate Crimes and Hate Incidents



Fargo Human Relations Commission Statement

The Fargo Human Relations Commission is concerned by the recent incident of hate speech found graffitied in a local parking ramp. The Commission declares that hate speech and other such intolerance have no place in the City of Fargo. The Commission declares the City of Fargo to be a welcoming city that celebrates and promotes diversity and preserves and respects the safety and dignity of all its citizens. The Commission commits to handle any further such incidents with the urgency that they require and will work with local law enforcement to ensure that perpetrators of such acts are appropriately punished.

The Human Relations Commission is dedicated to its mission to:

- 1) Measure and monitor community relations and civil rights issues.
- 2) Educate the community on civil rights.
- 3) Encourage adherence to federal and state civil rights laws.

We call upon the citizens of Fargo to hold its residents accountable for any acts that serve to divide or diminish the harmony of our great city. If you witness a hate crime or incident, please report it to both the Human Relations Commission at 701-476-4116 and the Fargo Police Department at 701-241-1437.