

MEMORANDUM

TO: Fargo Human Relations Commission

FROM: Willard Yellow Bird, Cultural Planner, Community Development

DATE: December 21, 2017

RE: Human Relations Commission Meeting

The next meeting of the Fargo Human Relations Commission will be held on Thursday, December 21, 2017 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 701.241.1474 or planning@FargoND.gov.

HUMAN RELATIONS COMMISSION Thursday, December 21, 2017 12:00 p.m. City Commission Room AGENDA

1. Welcome and Introductions
2. Approve Agenda & Minutes
3. Brianna Cassady, Faye Seidler, & Rebel Marie – Transgender Discrimination & Cultural Competency
4. Public Comment
5. Budget Requests
6. 2018 Budget Proposal
7. Proposed Bylaws Update
8. MLK Committee Update
9. Other Business
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.

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.

Minutes are available on the City of Fargo Web site at www.FargoND.gov/humanrelations.

**BOARD OF HUMAN RELATIONS COMMISSIONERS
MINUTES**

Regular Meeting

Thursday

November 16, 2017

A regular meeting of the Board of Human Relations Commissioners of the City of Fargo, North Dakota, was held at the City Commission Room at City Hall at 12:00 o'clock p.m., Thursday, November 16, 2017.

The Human Relations Commissioners present or absent were as follows:

Present: Rachel Hoffman, Abdiwali Sharif-Abdinasir, Barry Nelson, Cheryl Schaeffle, Paul Jensen, Laetitia Hellerud, Tanya RedRoad

Absent: Hassan Lamba, Dave Lanpher, and Timothy Stone

Also Present: Willard Yellow Bird, Kara Gloe, Nicole Crutchfield, Vince Kempf (Cultural Liaison Police Officer), Sean Coffman (The Human Family)

Item 1. Welcome and Introductions

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

Item 2. Approval of Agenda and Minutes

Mr. Sharif-Abdinasir pointed out that he was left off the attendance of the September 21, 2017 meeting minutes.

Mr. Nelson moved to approve the agenda and minutes revised to reflect Mr. Sharif-Abdinasir's attendance. Second by Mr. Jensen. All Members present voted aye and the motion was declared carried.

Item 3. Sean Coffman – Human Rights Arts & Film Festival

Mr. Coffman stated the Arts & Film Festival started Monday, November 13, with an art exhibit at the Spirit Room. The Exhibit is free and open to the public from 1 p.m. to 5 p.m. through Saturday, November 18. The film festival portion started Wednesday, November 15. The festival will end Saturday evening with an awards ceremony. Mr. Coffman displayed the custom-created pieces of art that will be awarded to the winners, which were partially funded by the Fargo Human Relations Commission funding.

In addition, Mr. Coffman stated there are panels each night following the films and discussed the various topics each panel will be covering.

Mr. Sharif-Abdinasir asked if this event will happen annually. Mr. Coffman stated the film festival has sold out several nights and they are receiving very good comments about the event in feedback.

Mr. Nelson noted The Human Family received 122 film submissions. Mr. Coffman reported those submissions came from 29 different countries, so they are able to provide a broad number of topics from a broad number of perspectives. He stated next year's event will be held November 12-18, 2018. They will begin accepting submissions in February of 2018.

Ms. Hoffman thanked The Human Family for bringing this to the community.

Mr. Jensen thanked The Human Family for putting on this event. He went on to say he believes there is not enough being done to influence Congress to step back from the industrial military complex. He added that he believes that would be a much better use of funding.

Mr. Nelson invited everyone to watch "Without a Shot Fired."

Ms. Schaeffe talked about how the film from last night presented the real enemies of poverty, lack of education, availability of clean drinking water, etc. and that it went into great detail about what happened in Central America.

Mr. Nelson pointed out the Human Rights Summit on Saturday is not sold out, and asked Members to invite others. It is being held from 8:30 a.m. to 4:15 p.m. at Dakota Medical Foundation.

Item 4. Public Comment

No public comments were made.

Item 5. Human Rights Art & Film Festival Accessibility

Ms. Gloe shared that there was a concern regarding the Arts & Film Festival not being accessible to those with mobility limitations. She shared that Community Development Administrator Dan Mahli spoke with Freedom Resource Center. The parking issue for the film festival is being addressed by allowing folks to park in Roberts Commons and then opening up the alley, so people can get from the ramp to the theatre. Ms. Gloe stated the Human Relations Commission would also work with The Human Family and Freedom Resource Center to bring the art exhibit to a public space that is accessible some time during the festival.

Mr. Coffman stated Dawn Morgan from The Spirit Room had also been in touch with Freedom Resource Center regarding accessibility. Ms. Morgan is y working on finding an accessible space to feature the art exhibit after it is presented at the Spirit Room.

Ms. Gloe said she spoke with Andrew Renfrew from Interstate Parking, who was going to reach out to Freedom Resource Center to ensure they know about the parking accommodations.

Mr. Coffman noted he invited Nate Aalgaard with Freedom Resource Center to work with The Human Family for choosing next year's venue.

Item 6. End of Year Budget Review

Ms. Gloe reviewed the Human Relations Commission budget, noting a larger amount of the budget went towards the Refugee Resettlement report and presentation this year.

Item 7. Budget Requests

Mr. Nelson discussed the application that was submitted with the ND HRC request.

Ms. Hoffman recommended the Board keep the approval amount to \$200-\$250 for all three requests so there is enough money for the MLK event.

Mr. Jensen inquired how the program for the Somali Community Development of ND application differs from other programs that already exist in the community. Mr. Sharif-Abdinasir explained the goal of this program is to educate single parents about the child welfare system and the relationship with the school. Ms. Hellerud asked if the program will be ongoing or if it is just one time, and if the program is open to communities other than the Somali community. She also

pointed out that the program could utilize already existing curriculum/materials. Mr. Sharif-Abdinasir stated the program is open to anyone. He added they would work with the Police Department to help develop the program. Mr. Jensen asked why there is a need to fund a special program if there are already programs available for it. Ms. RedRoad stated she appreciates that it is open to other communities, because there are families who come from the reservation who could benefit from knowing the differences. Mr. Nelson stated the important strength of this request is it is a solution that has emerged from the community facing the problem. He suggested that we could still look broader on what work needs to be done within the community-at-large. Ms. Hellerud asked Mr. Sharif-Abdinasir to ensure the program is inclusive.

Mr. Nelson moved to approve \$250 for the Somali Community Development of ND. Second by Mr. Jensen. Mr. Sharif-Abdinasir abstained from voting. All Members present voted aye and the motion was declared carried.

Ms. Hoffman introduced the Act Up Theatre request. Mr. Nelson moved to approve \$250 for the Act Up Theatre. Second by Mr. Jensen. All Members present voted aye and the motion was declared carried.

Ms. Hoffman introduced the ND HRC request. Mr. Jensen moved to approve \$250 for the ND HRC Human Rights Summit. Second by Ms. RedRoad. Mr. Nelson abstained from voting. All Members present voted aye and the motion was declared carried.

Item 8. ND HRC Summit

Previous discussion was held by Mr. Nelson on this item.

Item 9. Executive Committee Nominations

Ms. Hoffman pointed out that another member of Executive Committee is needed and requested volunteers. Ms. Hoffman stated the Executive Committee meets on the first Monday of the month at noon at various locations.

Ms. Schaeffe volunteered. Mr. Nelson nominated Ms. Schaeffe to the Human Relations Commission Executive Committee. Second by Mr. Sharif-Abdinasir. All Members present voted aye and the motion was declared carried.

Item 10. Proposed Bylaws

Ms. Gloe stated the proposed bylaws were reviewed by City Attorney Erik Johnson. Mr. Johnson instructed the Human Relations Commission to give the City Commission notice about the addition of language allowing people who live outside of Fargo to serve on the Human Relations Commission. Ms. Gloe stated that if the proposed bylaws are approved by the Human Relations Commission, she would put them on the agenda at the next City Commission meeting.

Mr. Nelson moved to approve the proposed bylaws. Second by Ms. Schaeffe. All Members present voted aye and the motion was declared carried.

Item 11. Goal Setting Review/Suggestions

Ms. Gloe suggested that instead of working from the strategic plan as discussed at the goal setting meeting, the Board should instead work on writing the Welcoming Plan and use that as its strategic plan.

Mr. Jensen asked if that is a document that can be accessed online. Ms. Gloe pointed out that the Welcoming Plan has not been written yet and the planning process is going to be intensive. Mr. Jensen asked if there is a timeline. Ms. Gloe responded that it will have to be developed. She further suggested the New American Work Group could be reconvened to work on the Welcoming Plan. Ms. Hellerud asked if the Board should start to think about where they could find technical expertise. Ms. Gloe noted that access to Gateways for Growth is still available and Welcoming America. Mr. Jensen stated he was involved in similar planning where the community was engaged over several meetings where people were able to attend both online and in person.

Mr. Jensen moved to write the Welcoming Plan. Second by Ms. Schaeffle. All Members present voted aye and the motion was declared carried.

Item 12. Cultural competency Training/Next Steps

Ms. Gloe stated Commissioner Strand and she talked with Rosa Salamanca from the U.S. Justice Department. As per the Human Relations Commission's decision last month, Ms. Gloe and Mr. Strand referred her to North Dakota United Against Hate to work on arranging a community conversation.

Mr. Nelson stated he has spoken with Ms. Salamanca, and North Dakota United Against Hate is working to include her training in with their program.

Ms. Hoffman requested that North Dakota United Against Hate bring updates back to the Human Relations Commission.

Item 13. MLK Committee Update

Ms. Hellerud provided updates to the Board on the MLK day event, noting a videographer has been hired to create the MLK video and the committee is working on hiring entertainment. Ms. Gloe shared the MLK Award Winners: Organization – Prairie St. John's, Adult – Hamida Dakane, and Youth – Natesho Ulow. Ms. Hellerud asked for some information about the award winners. Ms. Gloe pointed out that Hamida was nominated 19 times by a variety of people for doing a lot of work within her community. Natesho gave a TED talk about being Muslim and a feminist and starting an organization in her school. Ms. Gloe has contacted winners to let them know that Brian Sellin will be in contact to start working on the videos.

Ms. Hoffman asked the Human Relations Commission Members to put the event on their calendars and to plan to be there at 6:00 p.m. to help. The event is January 15, 2018.

Item 14. Other Business

Ms. Gloe introduced Nicole Crutchfield, who will be taking over Dan's Mahli's responsibilities in regards to the Human Relations Commission.

Ms. Hellerud asked if the new bylaws will allow her to become a full member of the Human Relations Commission. Ms. Hoffman reminded everyone that the bylaws still need to be approved by the City Commission. She further stated that these bylaws open the door to that possibility.

Ms. Schaeffle noted she spoke with the Chair of the Minnesota Human Rights Commission, Kevin Lindsey, and he shared that they have a template for civic engagement. Ms. Schaeffle shared the materials that he gave her and suggested the Board could use this template.

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Ms. Hoffman pointed out that the Moorhead Human Rights Commission is officially meeting again. She further suggested that perhaps the Board have a liaison to work with them more.

Item 15. Adjourn

The time at adjournment was 1:20 p.m.

HUMAN RELATIONS COMMISSION BUDGET 2017

\$16,000

	PROPOSED BUDGET 2017	Paid So Far (Expense Tracking Tab)	Paid So Far (Expense Tracking Below)	
MLK Day	\$3,500	\$5,911.80	\$6,071.20	\$442.66 Remaining Balance
Recurring/Anticipated Sponsorships	\$2,950	\$2,953.40	\$2,953.40	
Welcoming Week	\$2,500	\$2,258.00	\$2,258.00	
Sponsorship Applications	\$3,125	\$2,950.00	\$2,950.00	
Planning/Admin/Studies	\$3,000	\$1,484.14	\$1,484.14	
Total		\$15,557.34	\$15,716.74	

MLK DAY		
EXPENSE	2017 Paid Expenses	
Admin	85	Paid
Awards	318.8	1/2 Paid, 1/2 Pending
Fargo Theater	1200	Paid
Performers (2)	500	Paid
HPR	600	Pending
Forum Ads	3000	1/2 Paid 1/2 Pending
Billboard	208	Pending
Total	\$5,911.80	

ORGANIZATION/EVENT	RECURRING SPONSORSHIPS		DATE APPROVED	STATUS
	ANTICIPATED SPONSORSHIP	ACTUAL SPONSORSHIP		
ND HRC	\$200.00	\$215.00	2/10/2017	Paid
PRIDE Celebration	\$500.00	\$500.00	2/10/2017	Paid
Pangea	\$500.00	\$500.00	2/10/2017	Paid
Metro Mayor's Disability Luncheon	\$500.00	\$125.00	2/10/2017	Paid
FM Women's Network--New Leadership Institute	\$500.00	\$500.00	2/10/2107	Paid
Night to Unite	\$250.00	\$107.76	2/10/2017	Paid
Fargo Police Department Picnic	\$500.00	\$5.64	2/10/2017	Paid
Freedom Resource Center	\$500.00	\$500.00	2/10/2017	Paid
LSS Building Bridges	\$500.00	\$500.00	2/16/2017	Pending
Total	\$3,950.00	\$2,953.40		

ORGANIZATION/EVENT	SPONSORSHIP APPLICATIONS		DATE APPROVED	STATUS
	AMOUNT ASKED	AMOUNT GIVEN		
Community Action Partnership	\$1,000.00	\$150.00	3/16/2017	Paid
Bonazaville	\$400.00	\$250.00	5/23/2017	Paid
Group Think	\$500.00	\$300.00	5/23/2017	Paid
The North Dakota Human Rights Film & Arts Festival	\$500.00	\$500.00	5/23/2017	Paid
All Nations Celebration	\$500.00	\$350.00	5/23/2017	Paid
Todeko Group	\$550.00	\$250.00	8/17/2017	Paid
Act Up Theatre	\$500.00	\$250.00	11/16/2017	Paid
ND HRC	\$250.00	\$250.00	11/16/2017	Paid
Somali Community Development of ND	\$500.00	\$250.00	11/16/2017	Paid
Homeless Persons Memeorial Day	\$400.00	\$400.00	12/12/2017	Pending
Total	\$5,100.00	\$2,950.00		

Total Budget Amount Remaining

\$442.66

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: Immigrant Development Center

PROGRAM/PROJECT NAME: Main Avenue Cultural Mural Project

DATE SUBMITTED: 13/12/17

AMOUNT REQUESTED \$ 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: 810 4th Ave. S. Ste 100 Moorhead MN 56560 / 1345 Main Avenue Fargo, ND 58103

Contact Name: Sky Purdin Phone: 218-284-8020

Fax: 218-2848021 E-mail: sky@idcfm.org

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

Mission and Actions (What are you planning to do? Please attach additional information if applicable)

Our mission is to promote diversity and equality in the downtown Fargo area by having public art that reflects these topics installed on the outside wall of the International Market Plaza . We believe that these images can help to counter negative stereotypes and rhetoric, as the messages through art are more permanent, and able to reach a broad audience across language and cultural barriers. The Plaza is located on 1345 Main Avenue and S. University, which will allow us to spread this message to a much larger population due to the large amount of traffic that goes past the building. We will be contracting with a local artist who emigrated to Fargo-Moorhead from Poland on the subject matter of

the art works and our intent is to have multiple works of art that can be viewed together as a collage inviting viewers to see its different parts which will promote repeat visits.

The Immigrant Development Center works to actualize the dreams of immigrant, new American, and refugee entrepreneurs as a way to escape poverty and promote healthy living. Through our business incubator, the International Market Plaza, we are working to create a nexus point for the FM area where cultures, languages, beliefs can mix and be shared, and the ideas of peace, equality, and diversity will be the norm, not the exception. We know that it is not just what happens inside the plaza that can improve our community, but also the building itself. We want to utilize the great canvas that we have been given on the exterior of the building to promote a positive message, fight discrimination and prejudice, and to raise the awareness of the FM community in a long lasting way. Our vision is that through the installation of these art projects onto the exterior of the building we can make these goals a reality.

We will have public art installed on Main Avenue on the outside wall of the International Market Plaza to promote and bring awareness to diversity.

For this request, we are going to use \$250 towards the supplies and materials for the Mural. This will include paints and the panel that will be installed. \$250 will be used to pay the artist for their work.



HUMAN RELATIONS COMMISSION BUDGET 2018

\$16,000



PROPOSED BUDGET 2018	Paid So Far (Expense Tracking Tab)	Paid So Far (Expense Tracking Below)	\$16,000.00 Remaining Balance
MLK Day	\$4,500		
Recurring/Anticipated Sponsorships	\$4,900		
Welcoming Week	\$2,500		
Inclusion Planning	\$3,100		
Admin	\$1,000		
Total	\$16,000	\$0.00	\$0.00



MLK DAY	
EXPENSE	2018 Budgeted Expenses
Admin	85
Awards	160
Fargo Theater	1200
Performers (3)	750
Advertising	1300+600
Billboard	210
Total	\$2,405.00



RECURRING SPONSORSHIPS				
ORGANIZATION/EVENT	ANTICIPATED SPONSORSHIP	ACTUAL SPONSORSHIP	DATE APPROVED	STATUS
ND HRC Summit/Film Fest Tickets	\$250.00			
Human Rights Film Fest Sponsorship	\$500.00			
PRIDE Celebration	\$500.00			
Pangea	\$500.00			
Metro Mayor's Disability Luncheon	\$500.00			
FM Women's Network--New Leadership Institute	\$500.00			
Night to Unite	\$250.00			
Fargo Police Department Picnic	\$500.00			
Freedom Resource Center	\$500.00			
LSS Building Bridges	\$500.00			
Homeless Persons Memorial Day	\$400.00			
Total	\$4,900.00	\$0.00		



Expense	INCLUSION PLANNING AMOUNT PAID	DATE APPROVED	STATUS
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Total

Total Budget Amount Remaining \$16,000.00