

## **MEMORANDUM**

**TO:** Fargo Human Relations Commission

**FROM:** Willard Yellow Bird, Cultural Planner, Community Development

**DATE:** September 14, 2017

**RE:** Human Relations Commission Meeting

The next meeting of the Fargo Human Relations Commission will be held on Thursday, September 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](mailto:planning@FargoND.gov).

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

1. Welcome and Introductions
2. Approve Agenda & Minutes
3. Food Insecurity – Megan Myrdal
4. Hate Crime Training
5. Resolution Supporting an Inclusive Community
6. Budget Review
7. Budget Requests
8. Proposed Bylaws
9. Strategic Plan / Hate Crimes Curricula
10. MLK Committee Update
11. Other Business

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](http://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](http://www.FargoND.gov/humanrelations).

## **BOARD OF HUMAN RELATIONS COMMISSIONERS MINUTES**

**Regular Meeting**

**Thursday**

**August 17, 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, August 17, 2017.

The Human Relations Commissioners present or absent were as follows:

Present: Rachel Hoffman, Abdiwali Sharif-Abdinasir, Barry Nelson, Cheryl Schaeffe, Paul Jensen, Dave Lanpher

Absent: Hassan Lamba, Tanya RedRoad, and Leatitia Hellerud

Also Present: Willard Yellow Bird, Kara Gloe, Vince Kempf (Cultural Liaison Police Officer), Kevin Brooks, Jared Pigeon, Mike Mitchel (Training Coordinator, City of Fargo)

### **Item 1. Welcome and Introductions**

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

### **Item 2. Approval of Agenda and Minutes**

Mr. Nelson moved the agenda and the minutes of the July 20, 2017 Human Relations Commission meeting be approved. Second by Mr. Jensen. All Members present affirmed aye and the motion was declared carried.

### **Item 3. Welcoming Week – Kevin Brooks**

Mr. Brooks gave a presentation regarding the history of Welcoming Week and the activities that will happen from September 14-24<sup>th</sup>.

Mr. Brooks stated that Welcoming Week is a national event that last year had over 250 events. Locally, Fargo hosted over 30 events last year, making it one of the five most welcoming communities. The two driving ideas behind Welcoming Week are improving social integration and economic integration. This year's theme is "Bring a Friend, Make a Friend."

Mr. Brooks handed out postcards and asked Board members to pass them out to their networks. He gave the members several ideas on how they can help Welcoming Week, including: sharing the website, sharing the Facebook events, placing events on their calendars, and bringing people out to these events.

Mr. Nelson clarified that the HRC contributes money, and asked if Welcoming Week could use more. Mr. Brooks said Welcoming Week is able to do a lot more promotion thanks to the funding from the HRC. He also stated that the events are self sufficient, but more could be done with additional money.

Mr. Yellow Bird pointed out that this year a basketball tournament will take place in lieu of a soccer tournament, and asked if there is a fee to enter the tournament. Mr. Brooks stated that there is a fee, because there are costs associated with running the tournament. He further stated that the fee is \$250.

Ms. Hoffman asked if there is a need for volunteers at any of the events. Mr. Brooks stated that most events coordinate their own volunteers. He noted the biggest place Welcoming Week could use volunteers is to help with promotions.

Mr. Sharif-Abdinasir asked if the Board is hanging international flags. Mr. Brooks stated that international flags will be flown downtown from Sept 14th-24<sup>th</sup>. Additionally, he stated that The World in Fargo-Moorhead will have their photo exhibit up in the library from September 5th – October 2<sup>nd</sup>.

#### **Item 4. Black History Month – Jared Pigeon**

Mr. Pigeon requested support from the Human Relations Commission in regards to creating a workgroup to support African American Heritage education and activities. Mr. Pigeon stated that he believes the contributions African Americans have made to American society have been largely left out of the conversation. Mr. Pigeon stated that this is leading to an identity crisis for African American children. Mr. Pigeon suggested that there be an intentional effort to reflect the contributions African Americans have made with a formalized event. Mr. Pigeon asked if the HRC is interested working with the high schools, colleges, and local businesses to develop a planning committee to plan a month-long event. Mr. Pigeon's specific requests include having the planning committee fall under the Human Relations Commission umbrella for both name and facility usage purposes.

Mr. Jensen asked at what point in time do the young African American males in schools get engaged and are given positive role models. Mr. Pigeon stated that he believes the educational system in Fargo Moorhead provides a soft education of African American history, partly because the books don't portray an accurate depiction of American history. Therefore, teachers are uncomfortable talking about it and perhaps the knowledge is not there. He further stated that he is not aware of specific interventions for high school children, but that perhaps this initiative would serve as a point to get to those children.

Mr. Nelson shared an anecdote about a time when he was doing a needs assessment for a neighborhood and asked where new folks were primarily coming from, thinking in terms of New Americans, and the answer was Chicago. He reflected that it highlights the growing diversity from all over the nation and the world that we have here. Mr. Nelson further stated that he would encourage the HRC to really consider supporting the suggested initiative. Mr. Pigeon stated he works with the YWCA and is finding that their population is becoming increasingly inner-city Chicago/inner-city Minneapolis residents who came here because they heard we have great things to offer.

Mr. Sharif-Abdinasir pointed out that there is also an identity crisis for New American children and asked if Mr. Pigeon plans to expand the idea. Mr. Pigeon responded that the first step is to dedicate intentional time and intentional space to have intentional conversations. He further stated that this would help both groups to learn from each other and come together around commonalities. He stated that there is not really another mechanism for bringing these groups together and he would be very intentional about it.

Mr. Stone stated he would like to be involved with the initiative. Mr. Lanpher suggested that the HRC use the MLK Day event to bridge into Mr. Pigeon's initiative.

Ms. Schaeffle stated she believes we have to get to kids early, because by the time they are in high school, their sense of self is already formed. Mr. Jensen stated he agreed there is a need to start early, and suggested Mr. Pigeon's event be used to attack the problem in primary and

secondary schools. Mr. Stone pointed out that lifting up success stories are only one component of the initiative, it would also include heritage, etc. Mr. Yellow Bird shared a story of an article he read about Blue Baby Syndrome and the first procedure ever done to treat it was done by an African American. Mr. Stone expanded to say that the man wanted to go to medical school, but did not have the finances, so he started out as a janitor cleaning the lab. The doctor caught him reading the books, and since he had good surgical hands, they went from there.

Ms. Hoffman noted that it appears the HRC has a full interest in being a part of the initiative.

**Item 5. Public Comment**

Mike Mitchell, City of Fargo Training and Development Coordinator, talked about the Diversity Training Program the City of Fargo offers to all employees. Mr. Mitchell stated there were a couple of incidents that showed a lack of understanding of the diversity in our community. He noted the Mayor then questioned what is being done to train City staff, and from there Mr. Mitchell started working on diversity training. He stated that he worked closely with Lutheran Social Services to develop the basis for the training. He added that the training views diversity from a very broad perspective, including cultural, socioeconomic, etc. Mr. Mitchell stated that the training is trying to move from tolerance to acceptance, and he invited all members of the HRC to participate in the training.

Ms. Hoffman noted the importance of the wide implementation of this diversity training. Mr. Nelson asked if there has been much feedback from the training. Mr. Mitchell stated they have received feedback and have made adjustments to the training based on that feedback.

Mr. Sharif-Abdinasir stated that Fargo is very diverse and he appreciates that the City is working on this training. Mr. Mitchell stated that the City plans to continue the training indefinitely and expanding it to cover more specifics on individual groups, while right now it is very broad. Mr. Lanpher stated he appreciates that this will not be a one and done, because helping people be accepting is a process.

**Item 6. Budget Requests**

The following funding request was reviewed as follows:

- 1) The Tudeako Group funding request for \$550 for their back to school party

Mr. Lanpher moved to approve \$250. Second by Mr. Stone. All Members present affirmed aye and the motion was declared carried.

**Item 7. Work Prioritization**

Ms. Gloe addressed the various items the Human Relations Commission has agreed to work on, and asked the Board if they would prioritize what they wanted to work on first, as there are limited resources.

Ms. Hoffman suggested to table the discussion for the strategic planning session, unless others had thoughts.

Mr. Lanpher asked which items were being worked on. Ms. Gloe stated writing the welcoming plan and hate crime planning.

Mr. Nelson stated that he thinks it would be best to discuss this at the strategic planning sessions so that potential partners can be evaluated.

Mr. Jensen stated hate crime planning is the most urgent for him.

Ms. Gloe pointed out that several members of the HRC have been on a call with the U.S. Department of Justice discussing the possibility of having them come to Fargo to present at community conversations, and inquired if the HRC should put off writing the welcoming plan to do that.

Mr. Lanpher asked for clarification on the welcoming plan, and Ms. Hoffman pointed out that it is the next step from the Refugee Resettlement Report. Mr. Lanpher asked for further clarification on timelines for the projects, and stated his concern about hate crime.

Mr. Sharif-Abdinasir stated that he believes everything the HRC is working on is important and feels that mapping things out strategically is the best way forward.

Mr. Jensen asked if there is a way to have more inclusive meetings by hosting them on the internet. Mr. Lanpher pointed out during the Go2030 Fargo Comprehensive Plan process, much of it was done by public comment via the internet.

Mr. Yellowbird pointed out that the Native American Commission started an ad hoc committee to take care of issues as they come up and it worked out well.

Mr. Lanpher volunteered to work on a timeline. Ms. Gloe will contact Mr. Lanpher to discuss the timeline. Mr. Nelson also volunteered to help.

Ms. Schaeffe asked if there is a place where subcommittees are listed. Ms. Gloe stated that there are three: Executive Committee, MLK Committee, and the New American Working Group. Ms. Hoffman said the HRC could list available subcommittees at the strategic planning session.

**Item 8. Strategic Planning**

Discussion was held regarding strategic planning, which is scheduled for October 3<sup>rd</sup>.

**Item 9. MLK Committee**

Ms. Gloe stated the first MLK Committee meeting will be held August 28<sup>th</sup> at 12:00 p.m. at Atomic Coffee.

**Item 10. Adjourn**

The time at adjournment was 1:10 p.m.

## **A RESOLUTION SUPPORTING AN INCLUSIVE COMMUNITY**

WHEREAS, the City and residents of Moorhead establish that the City is an inclusive community; and welcomes the contributions of all sectors; and celebrates our diversity; and

WHEREAS, the global community has enacted numerous international human rights instruments, including the International Convention on the Elimination of All Forms of Racial Discrimination, and made important advances in the struggle against racism, racial discrimination, xenophobia and related intolerance; and

WHEREAS, racism and racial discrimination threaten human development because of the obstacles which they pose to the fulfillment to basic human rights to survival, security, development, and social participation; and

WHEREAS, the City and residents of Moorhead combat hate and its representatives; and while promoting equality, inclusiveness and equitable environments; and

WHEREAS, organizations or individuals or doctrines promoting differentiation or superiority based on race, religion, gender identification, age, ability, or country of origin are scientifically false, morally condemnable, hateful, socially unjust and dangerous; and are merely expressions to create alarm at the manifestations of discrimination; and

WHEREAS, municipal jurisdictions are often laboratories for determining public approaches to the challenges that face residents and businesses; and

WHEREAS, the ability of the citizens of Moorhead to establish and maintain a welcoming and inclusive community; and to foster respect for all persons, regardless of race, religion, gender identification, age, ability, country of origin; and

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF MOORHEAD, that this Council of democratically elected representatives represent and support all members of the community; and condemn acts of hate, violence or discrimination.

ADOPTED by the Moorhead City Council on this \_\_\_\_\_ day of \_\_\_\_\_, 2017.

## HUMAN RELATIONS COMMISSION SPONSORSHIPS

PROPOSED BUDGET 2017			
MLK Day	1	\$5,000	
Recurring/Anticipated Sponsorships	8	\$3,950	
Welcoming Week	1	\$2,500	292.27
Sponsorship Applications	TBD	\$3,125	
Administration (placques, name tags, etc.)	\$359.72	\$500	
<b>Total</b>		<b>\$15,075</b>	

MLK DAY			
EXPENSE	2017 AMOUNT	2018 AMOUNT	TOTAL REMAINING
Awards	195		
Fargo Theater	200		
Performers (2/3)	500		
Forum Ads	1500		
<b>Total</b>	<b>\$2,395.00</b>		

RECURRING SPONSORSHIPS				
ORGANIZATION/EVENT	ANTICIPATED SPONSORSHIP	ACTUAL SPONSORSHIP	DATE APPROVED	STATUS
ND HRC	\$200			
PRIDE Celebration	\$500	\$500.00	2/10/2017	Paid
Pangea	\$500	\$500.00	2/10/2017	Paid
Metro Mayor's Disability Luncheon	\$500	\$125.00	2/10/2017	Paid
FM Women's Network--New Leadership Institute	\$500			
Night to Unite	\$250	\$107.76		
Fargo Police Department Picnic	\$500	\$0.00		
Freedom Resource Center	\$500			
LSS Building Bridges	\$500	\$500.00	2/16/2017	
<b>Total</b>	<b>\$3,950</b>	<b>\$1,732.76</b>		

SPONSORSHIP APPLICATIONS				
ORGANIZATION/EVENT	AMOUNT ASKED	AMOUNT GIVEN	DATE APPROVED	STATUS
Community Action Partnership	\$1,000	150	3/16/2017	Paid
Bonazaville	\$400	250	5/23/2017	Paid
Group Think	\$500	300	5/23/2017	Paid
The North Dakota Human Rights Film & Arts Festival	\$500	500	5/23/2017	Paid
All Nations Celebration	\$500	350	5/23/2017	Paid
Todeko Group	\$550	250	8/17/2017	Paid
Refugee Resettlement Presentation	\$1,011			
<b>Total</b>	<b>\$4,461</b>	<b>1,800</b>		

<b>Total Budget Amount Remaining</b>	<b>\$11,542.24</b>
<b>Sponsorship Application Budget Remaining</b>	<b>\$1,325.00</b>



## **City of Fargo Human Relations Commission Organizational Bylaws**

### **Article I – Mission Statement:**

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

### **Article II - Goals:**

- 2.1 To provide leadership in the areas of civil rights.
- 2.2 To encourage and educate the public in the promotion of civil rights.
- 2.3 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.
- 2.4 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.

### **Article III – Commission Membership:**

- 3.1 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. All members will be appointed by the president of the board of city commissioners, subject to confirmation by the Board of City Commissioners.
- 3.2 The Human Relations Commission shall consist of nine members, 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.

### **Article IV – Commission Chair:**

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.

#### **Article V – Duties of the Commission**

The Human Relations Commission shall:

- 5.1 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 Article I.
- 5.2 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, reconciliation and mediation services.

#### **Article VI – Advisory in Nature**

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.

#### **Article VII – Commission Meetings**

Regular Meetings:

- 7.1 Regularly scheduled meetings of the Human Relations Commission shall be held on the third Thursday of every month at 12:00 p.m. in the City Commission Chambers at Fargo City Hall.
- 7.2 All Meetings of the Commission will be open to the public.
- 7.3 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 or Order and the bylaws, the bylaws take precedence.
- 7.4 Action by the Commission can only be taken if there is quorum present. A quorum shall consist of a majority of appointed members of the commission.
- 7.5 Action by the Commission is valid only if affirmed by a majority vote of those members present.

Special Meetings:

- 7.6 Special meetings may be convened by the Commission to conduct urgent business to a request by the Mayor or City Council.
- 7.7 Special meetings may be called by the Chair, the Vice Chair in the Chair's absence, or upon request of three (3) members of the Commission.
- 7.8 Action by Commission can only be taken if a quorum of its members are present.
- 7.9 Action by the Commission is valid only if affirmed by a majority vote of those members present.

#### **Article VIII – Attendance**

- 8.1 Commission members should make every effort to attend all meetings. In the event that a member cannot be present, that information shall be communication to the city Staff Liaison, at the earliest opportunity.
- 8.2 A Member who has three unexcused absences in a calendar year may be removed with a majority vote of the remaining members, subject to appeal before the City Commission.

**Article IX – Amendment of Bylaws**

- 9.1 Proposed amendments to these bylaws may be presented at any meeting of the Commission for consideration at the next regularly meeting scheduled Commission meeting.
- 9.2 The bylaws can be amended by an affirmative vote of a majority of seated members of the Commission. The amendments are effective upon ratification.

## FARGO HUMAN RELATIONS COMMISSION – STRATEGIC PLAN

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### **Purpose**

The Fargo Human Relations Commission (HRC) is dedicated to promoting positive human relations in an increasingly diverse community. The HRC works to proactively address racism, homophobia, religious prejudice, bias, anti-immigrant sentiment, and other divisive attitudes that can lead to discrimination, tension, hate crime, and violence. Teaming up with law enforcement, schools and universities, area cities and counties, local organizations, communities of faith, youth, policy makers, businesses, individuals and leaders, the HRC can help bring people together.

### **Mission and Goals**

The mission of the Fargo Human Relations Commission is *to promote acceptance and respect for diversity and discourage all forms of discrimination*. The Human Relations Commission has three main goals. The functions and duties of the Human Relations Commission are specified in Ordinance 4081, Article 15-02 of the Fargo Municipal Code.

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

The HRC's vision is that everyone in Fargo is connected through communication, compassion, creativity, understanding, justice, equity, opportunity, accountability, respect, and human dignity.

### **Commission**

The Fargo Human Relations Commission is part of local government with a 9-member volunteer board, appointed by the City Commission. The City's Cultural Planner staffs the HRC's programmatic work. Members serve 3-year terms with the chairperson being voted on by the membership. Generally, the HRC meets monthly and individual Commissioner's serve on various committees and/or task forces. The HRC's signature projects include an annual event recognizing the life and work of Dr. Martin Luther King Jr, presenting the Fargo Human Relations Awards to recognize effective practices in human rights/relations work, and supporting local organizations and activities that make up the community-wide infrastructure for human relations resources.

### **History**

In May 2000, Mayor Bruce Furness organized a group of residents to discuss the need for an organization that would address human relations issues in Fargo. Over that period of time, the study group met with a number of local stakeholders in addition to specialists at the state and national level. The study group found that a human relations commission in Fargo would be beneficial. On October 16, 2000, the Fargo City Commission created the Fargo Human Relations Commission to serve as an advisory board. A first in North Dakota. Shortly after, nine commissioners were appointed and met for the first time on November 17, 2000. In January 2001, an assistant planner was assigned to serve as the City staff liaison to the HRC. In addition, the Commission developed a specific set of objectives and strategies that would best allow it to communicate human relations issues to individuals and groups in Fargo.

## FUTURE DIRECTIONS

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The City of Fargo embraces the values of human diversity in its access to housing, employment, and social climate. Going forward, the HRC should focus on developing a detailed understanding of its purpose, improved communication, and commitment enhancing human relations by:

### **GOAL 1: Measure and monitor community relations and civil rights issues**

The Human Relations Commission must routinely measure and monitor community relations in an effort to show contributions and involvement and report the status of human relations to the community. The first goal seeks to provide a means for gathering and sharing information in order to encourage healthy relationships and facilitate human relations development in Fargo.

Objective A: Assessment. Utilize data to give the HRC information needed to prioritize, evaluate, and report

Objective B: Operations. Establish a process that the HRC can use to conduct its business in an open and understandable manner

### **GOAL 2: Educate the community on civil rights**

In the FM metropolitan area, there are a number of individuals and organizations that work to ensure that citizens have the opportunity to live unhampered by unlawful discrimination. The Fargo Human Relations Commission is part of that effort. The second goal seeks to provide all members of the community resources and activities that energize efforts to increase acceptance and build inclusion.

Objective A: Understanding & Acceptance. Promote awareness through education on human relations issues and increasing resources available to the public

Objective B: Events. Assist in the participation, creation and implementation of human relations awareness events and cultural activities that emphasize strength in diversity and the positive aspects in the community (i.e., MLK Day, Welcoming Week, picnics, festivals, fair housing education)

### **GOAL 3: Encourage adherence to Federal and State civil rights laws**

The most effective way to address divisiveness is to build coalitions and form support for actions that promote inclusiveness. The intent is to create welcoming communities and address the needs of people who are isolated because of discrimination. The third goal seeks to secure effective avenues of community sustainability by encouraging adherence to civil rights laws.

Objective A: Partnerships. Identify new and existing human relations resources and stakeholders, maintain relationships, and strengthen existing laws and enforcement mechanisms

Objective B: Recognition & Response. Acknowledge and encourage positive human relations activities and promptly respond to hate and critical issues as they arise in the community

## WHO CAN MAKE THIS MORE THAN JUST A PLAN

A community that is serious about implementing ideas and strategies must also be willing to accept the responsibility for action. This happens when everyone works toward goals. The following table lists the proposed goals and objectives and identifies the people and groups who have accepted responsibility for coordinating implementation.

GOAL 1:	What We Need to Do	Resources/Goal in Time	Current Status	Leadership
<b>Measure and monitor community relations and civil rights issues</b>				
<b>A) Assessment</b>				
<b>Utilize data to give the HRC information needed to prioritize, evaluate, and report</b>	Offer resources to support civil rights and legislative initiatives			
	Collect and present data visually			
<b>B) Operations</b>				
<b>Establish a process that the HRC can use to conduct its business in an open and understandable manner</b>	Develop a resource for commissioners that details the HRC's mission, vision and plan, as well as meeting protocol, calendar, and contact information			
	Update the City Commission on the HRC's work annually			
	Prepare presentations that can be offered to service groups & organizations			
	Create a board handbook and process for development and new member orientation			

GOAL 2:	What We Need to Do	Resources/Goal in Time	Current Status	Leadership
<b>Educate the community on civil rights</b>				
<b>A) Understanding &amp; Acceptance</b>				
<b>Promote awareness through education on human relations issues and increasing resources available to the public</b>	Write letters to editors and publish on City website			
	Develop HRC page on City website to enhance understanding of the HRC and members			
	Bring the public together for community discussions and continue to conduct special meetings as issues arise			
	Create committees re New Americans, accessibility, media relations, legislative issues			
<b>B) Events &amp; Activities</b>				
<b>Assist in the participation, creation and implementation of human relations awareness events and cultural activities that emphasize strength in diversity and the positive aspects in the community</b>	Serve as a reference for speakers on various topics dealing with diversity and discrimination			
	Create a community calendar of multi-cultural events			
	Continue MLK Day, Welcoming Week, picnics, festivals, fair housing education			

GOAL 3:	What We Need to Do	Resources/Goal in Time	Current Status	Leadership
<b>Encourage adherence to Federal and State civil rights laws</b>				
<b>A) Partnerships</b>				
<b>Identify new and existing human relations resources and stakeholders, maintain relationships, and strengthen existing laws and enforcement mechanisms</b>	Develop a partnership with Fargo's private and public schools			
	Strengthen relationships with liaisons and stakeholders (Moorhead Human Rights Commission, ND Department of Labor and Human Rights, High Plains Fair Housing Center, NDSU, Fargo Police Dept, community organizations)			
<b>B) Recognition &amp; Response</b>				
<b>Acknowledge and encourage positive human relations activities and promptly respond to hate and critical issues as they arise in the community</b>	Record and report the success and performance of the HRC			
	Update the hate crime/hate literature prevention and response			
	Prepare materials/templates to be used when responding to critical issues (letters, contacts)			
	Continue Fargo Human Relations Awards			

Other example activities

- Conduct primary research on local human relations issues (focus groups/survey)
- Work towards the development of a cultural center