

## MEMORANDUM

**TO:** Fargo Human Relations Commission

**FROM:** Kara Gloe, Community Development Assistant Planner

**DATE:** March 12, 2018

**RE:** Human Relations Commission Meeting

The next meeting of the Fargo Human Relations Commission will be held on Thursday, March 15, 2018 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).

---

**HUMAN RELATIONS COMMISSION**  
**Thursday, March 15, 2018 at 12:00 p.m.**  
**City Commission Room**  
**AGENDA**

1. Welcome and Introductions
2. Approve Agenda & Minutes
3. Homelessness Presentation: Cody Schuler
4. Public Comment
5. Statement Volunteers
6. NDSCS Tour
7. Funding Requests
8. Other Business
9. 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](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**

**February 15, 2018**

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., February 15, 2018.

The Human Relations Commissioners present or absent were as follows:

Present: Rachel Hoffman, Abdiwali Sharif-Abdinasir, Timothy Stone, Barry Nelson, Cheryl Schaeffle, Dave Lanpher

Absent: Laetitia Hellerud, Paul Jensen, Hassan Lamba

Also Present: Kara Gloe (City of Fargo), Vince Kempf (Cultural Liaison Police Officer), John Strand (Fargo City Commissioner), Adam Martin (F5 Project)

**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 to approve the agenda and minutes. Mr. Sharif-Abdinasir seconded. All members affirmed aye and the motion passed.

**Item 3. F5 Project: Adam Martin**

Mr. Martin introduced the work the F5 Project does across the state of North Dakota to help people transitioning out of the prison system set up for a successful life. He stated the biggest challenges they face are employment and transportation. Mr. Martin talked about the current zoning codes in Fargo that are prohibitive. Ms. Hoffman stated that the Fargo Human Relations Commission could help with advocating for updated zoning codes.

**Item 4. Public Comment**

Several women told the Human Relations Commission about the treatment they are receiving as employees of Walmart. Mr. Nelson stated that the Fargo Human Relations Commission doesn't have an enforcement capacity, and further recommended that we refer to the women to the labor department. Ms. Gloe and Mr. Sharif-Abdinasir volunteered to help these women write their statements for the labor department.

**Item 5. 2018 Budget**

Ms. Gloe stated that Executive Committee could not come to a census for where cuts should be made in order to have some money for sponsorship applications.

Mr. Nelson moved to reduce the recurring sponsorships for the Metro Mayor's Disability Luncheon, the Fargo Police Picnic, LSS Building Bridges Conference, and Pangea to \$250 each. Mr. Lanpher seconded. All members affirmed aye and the motion passed.

Ms. Hoffman stated that any recurring sponsorship recipients can apply for additional funding.

Mr. Strand stated that he is advocating that the Fargo Human Relations Commission's budget come out of general funding as opposed to the social services funds.

**Item 6. Inclusion Planning Update**

Ms. Hoffman stated that a small steering committee has started meeting to do Inclusion Planning. She stated the work is in the very beginning stages.

Mr. Strand talked about the Kirkwood, Missouri, Human Rights Commission, as it specifically has some enforcement mechanisms. Mr. Lanpher asked what keeps the City of Fargo from passing a non-discrimination ordinance. Ms. Crutchfield stated that as a home rule city, we have the legal ability to pass such an ordinance. Mr. Strand asked to have the Kirkwood, Missouri ordinance and the response from Erik Johnson shared with the Human Relations Commission.

**Item 7. Other Business**

No other business.

**Item 8. Adjourn**

**From:** Sperling, Deanne  
**To:** [Kara Gloe](#)  
**Subject:** RE: ~~You are invited~~  
**Date:** Friday, March 09, 2018 5:36:14 PM  
**Attachments:** [image003.png](#)  
[image005.png](#)  
[image006.png](#)

---

**CAUTION:** This email originated from an outside source. Do not click links or open attachments unless you know they are safe.

Hi Kara – It was great to hear from you. These are the dates that would work for your meeting. Have a great weekend.

12-2 pm on Monday, April 9

11:30-2 pm Tuesday, April 10

11:30- 1:45 pm Wednesday, April 11

**Deanne Sperling**  
**SkillsND Program Director**  
**Division for Workforce Affairs**

t: 701.231.6918 | f: 701.231.6905  
Room 136, NDSCS-Fargo  
1305 19<sup>th</sup> Avenue North, Fargo, ND 58102  
[Deanne.Sperling@ndscs.edu](mailto:Deanne.Sperling@ndscs.edu)  
Ndscs.edu/SkillsND



Follow us on facebook 

---

**From:** Kara Gloe [mailto:kgloe@FargoND.gov]  
**Sent:** Thursday, March 8, 2018 4:59 PM  
**To:** Sperling, Deanne <deanne.sperling@ndscs.edu>  
**Subject:** RE: ~~You are invited~~

Hi Deanne,

We were thinking that the Executive Committee might have their meeting there and then we'd invite the rest of the Human Relations Commission members for the tour. So, the meeting will be

# 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 28<sup>th</sup> 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](mailto:wyellowbird@cityoffargo.com).*

**ORGANIZATION NAME: F5 Project**

**PROGRAM/PROJECT NAME: Erasing Stigma Conference 2018**

**DATE SUBMITTED: February 20, 2018**

**AMOUNT REQUESTED \$500**

**(NOTE: We know that there is only \$1000 for sponsorships and although we would like to ask for all of this as a conference is expensive to put on, we also want to be respectful of other groups that will likely want sponsorship. We think that it is important for the City of Fargo to be a sponsor at an event like this so that we can showcase the City of Fargo as a partner in the effort to erase stigmas of all kinds.)**

**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)**

### PROJECT SUMMARY:

Last year, we held a conference called “Erasing Stigma” and the intent was to begin the conversation of erasing all types of stigmas in an event each year. The flavor of the event was Ted-style talks from those with lived experience and discussion panels about forward direction and change-making. The first year was centered on the stigma associated with having a successful career that changed when a felony is one’s background. The keynote speaker was Ryan Leaf, former NFL athlete who now has a very different life than the public once knew. The overall conference had the underlying theme of resilience and empowerment, but there was need to face and work on erasing stigma.

The 2018 conference planning is just beginning at this time. We have not yet selected a final theme, but we are exploring topics such as the following: women with felony backgrounds, being a single parent trying to overcome a background, the effect on the family when there is incarceration, etc. There will be a larger national or regional speaker and we will get additional regional and local speakers and panelists. **We would apply the funds toward a speaker fee for the keynote, so the funds will go to public education.** In 2017, the keynote was over thousands of dollars, so this request would go toward that cost.

## BASIC INFORMATION

Address: F5 Project, 118 Broadway North – Suite 812, Fargo, ND 58103

Contact Name: Amy L. Nash

Phone: cell: 701-799-3910 (cell)

Fax: No Fax

E-mail: amy@f5project.org

Legal structure of organization (ex. non-profit or for-profit, 501(c)(3), etc.) 501c3

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

This request is to specifically list City of Fargo as one of the sponsors in helping us with our second year of an annual conference centered on equitable opportunities for all. The F5 Project designed this conference as a means to bring people together to listen, understand, and collaborate. The center point is not just about stigmas. It is specifically those that create barriers for citizens to have equitable opportunities for success in basic areas such as housing and employment.

The event will be held in late September/early October of 2018.

As mentioned before, we are just in the planning stages and wanted to make the request for the event now while funds are available.

Please let us know if you would like any additional information and we will be glad to add as we continue to plan and make decisions.

Thank you.



**From:** Amy Nash  
**To:** [Kara Gloe](#)  
**Subject:** Re: Thank you and a few stories to share  
**Date:** Monday, March 12, 2018 1:42:01 PM  
**Attachments:** [image001.png](#)

---

**CAUTION:** This email originated from an outside source. Do not click links or open attachments unless you know they are safe.

Hello,

Last year, the event was 8am - 12pm and \$28. We are kicking around doing a full day event and have it between \$50 and \$55, so somewhere in that range. We really want to keep it as low as possible to give the maximum opportunity for those low on funds to attend. Last year, we also gave a few "scholarships" to people we know really just could not afford it. We will definitely do the same kind of thing this year and sponsor some people's attendance if we need to.

Thanks,  
Amy

On Mon, Mar 12, 2018 at 12:15 PM, Kara Gloe <[kgloe@fargond.gov](mailto:kgloe@fargond.gov)> wrote:

Hi Amy,

The HRC Executive Committee wants to know what it costs to attend the Erasing Stigma conference.

Thanks,

Kara Gloe  
Community Development Assistant  
City of Fargo Planning Department

[701-476-4143](tel:701-476-4143)



**From:** Amy Nash [mailto:[amy@f5project.org](mailto:amy@f5project.org)]  
**Sent:** Tuesday, February 20, 2018 5:55 PM  
**To:** Kara Gloe <[kgloe@FargoND.gov](mailto:kgloe@FargoND.gov)>