

## **MEMORANDUM**

**TO:** Fargo Human Relations Commission

**FROM:** Karin Flom, Assistant Planner

**DATE:** July 10, 2020

**RE:** Human Relations Commission Meeting on July 16, 2020

The next meeting of the Fargo Human Relations Commission will be held on Thursday, July 16, 2020 at 12:00 p.m., in the Commission Chambers 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, July 16, 2020 at 12:00 p.m. Commission Chambers**

#### **AGENDA**

1. Welcome & Introductions
2. Approve or Amend Agenda ..... Action Item
3. Approve Minutes ..... Action Item
4. Reflections on June 18 Public Comment and Next Steps
5. Statement of Intent & Agreement (“WeAreOne”) ..... Action Item
6. 2020 Human Relations Commission Work Plan..... Action Item
7. Sponsorship Requests
  - a. JoyFest ..... Action Item
  - b. Liberian Independence Day ..... Action Item
8. 2020-21 Chair and Vice Chair Elections ..... Action Item
9. Old Business
  - a. Juneteenth Holiday Discussions Update
  - b. HRC Appointment to Police Chief Selection Committee
10. Public Comment – Citizens to be Heard
11. Announcements
12. 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. Minutes are available on the City of Fargo Web site at [www.FargoND.gov/humanrelations](http://www.FargoND.gov/humanrelations).

People with disabilities who plan to attend the meeting and need special accommodations should contact the Planning Office at 701.241.1474. Please contact us at least 48 hours before the meeting to give our staff adequate time to make arrangements.

## MEMORANDUM

**TO:** Fargo Human Relations Commission

**FROM:** Karin Flom, Assistant Planner

**DATE:** July 10, 2020

**RE:** Meeting Report

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**Item 4. Reflections on June 18 Public Comment and Next Steps**

At the last meeting of the Fargo Human Relations Commission (HRC) on June 18, almost a dozen residents of the Fargo metro area brought questions, comments, and concerns about policing and racial justice issues. The HRC once again thanks community members who took the time to speak and to witness, whether in person or virtually. Included in this packet is a document cataloging the questions asked during public comment.

Chair Barry Nelson will provide an update on the format and next steps for responding to these questions and other community conversations related to these topics.

**Item 5. Statement of Intent & Agreement (“WeAreOne”)**

WeAreOne, previously known as “OneFargo,” in conjunction with the Mayor’s office, has drafted a Statement of Intent & Agreement. The most recent version is included in the packet. This is a collective effort of WeAreOne and the cities of Fargo, West Fargo, and Moorhead to commit to ongoing dialogue, open communication, and trust building in the community. WeAreOne representatives may have additional comments or suggestions to bring forward at the meeting.

Recommended Motion: To endorse and recommend to the City Commission approval of the Statement of Intent & Agreement as proposed by WeAreOne.

Follow-Up Action: If endorsed by the HRC, Planning & Development staff will bring the Statement of Intent & Agreement to the July 27 meeting of the Fargo City Commission.

**Item 6. 2020 Human Relations Commission Work Plan**

Prior to the closure of Fargo City Hall in response to the COVID-19 pandemic, the HRC was prepared to adopt the 2020 Work Plan at its March meeting. Due to the focus of the June meeting on community comment and engagement, the work plan was not an action item. Therefore, the 2020 Work Plan still needs to be formally adopted by the HRC. A copy of the work plan is included in the packet.

Members of city staff have shared the work plan with Black Lives Matter organizers and WeAreOne organizers seeking their comments and input. Staff has also expressed an interest for engaging in more community dialog through community listening sessions to get better feedback and understanding related to these strategic working goals and the need for others.

Recommended Motion: To adopt and implement the Fargo Human Relations

Commission 2020 Work Plan and seek input and dialog with community members.

Follow-Up Action: If adopted by the HRC, the next step is for members to self-organize around the three goals and four strategies outlined in the work plan. The HRC could identify a “point person” for each strategy prior to the August meeting.

**Item 7a. Sponsorship Request – JoyFest (Faith4Hope)**

A sponsorship request in the amount of \$940 has been submitted by Faith4Hope for a July 25 celebration, JoyFest. The sponsorship funds will be used to pay for fees associated with reserving Island Park. The event is a community picnic with live entertainment, and arts and crafts. Community resources will also be available to promote healing and meet community needs. The sponsorship application is included in the packet. Frederick Edwards, one of the event organizers, will be available for any questions on this sponsorship request.

Recommended Motion: To approve a \$940 sponsorship request for the JoyFest event.

Follow-Up Action: The organizers of the event have requested an HRC booth/table at the event on July 25. Commissioners interested in representing the HRC may identify themselves during this agenda item or contact Karin Flom at [kflom@fargond.gov](mailto:kflom@fargond.gov) or 701-241-1322.

**Item 7b. Sponsorship Request – Liberia Independence Day (United Liberian Association of North Dakota)**

A sponsorship request in the amount of \$1,000 has been submitted by organizers of a Liberia Independence Day celebration, through the fiscal agent of United Liberian Association of North Dakota. This request is for general support for a community celebration of Liberia’s Independence Day. The celebration will be held July 25 at Johnson Park from 5 p.m. – 9 p.m. The sponsorship application is included in the packet. Event organizers Ritchell Aboah will be available for any questions on this sponsorship request.

Recommended Motion: To approve a \$1,000 sponsorship request for the Liberia Independence Day event.

Follow-Up Action: The organizers of the event have requested an HRC booth/table at the event on July 25. Commissioners interested in representing the HRC may identify themselves during this agenda item or contact Karin Flom at [kflom@fargond.gov](mailto:kflom@fargond.gov) or 701-241-1322.

**Item 8. Chair and Vice Chair Elections**

According to the bylaws, a chair may serve for two consecutive years. Barry Nelson has reached this limit as chair. Therefore, elections will be held for chair and vice chair.

Recommended Motion: To appoint “**Nominated Commission Member**” as “Chair”/ “Vice Chair” of the Fargo Human Relations Commission.

**Item 9a. Old Business: Update on Juneteenth Holiday Discussions**

At the June 18 meeting, a motion was made and carried to recommend the Fargo City Commission adopt a resolution recognizing Juneteenth as a holiday. Chair Barry Nelson will provide an update on the scope of the resolution.

**Item 9b. Old Business: HRC Appointment to Police Chief Selection Committee**

As part of the Police Chief Selection Committee, the Fargo HRC was allocated one spot in addition to the four community slots. Matuor Alier has been appointed to represent the Fargo Human Relations Commission.

**Item 10. Public Comment**

Chair Barry Nelson will open the floor to the public for public comment.

**Item 11. Announcements**

Chair Barry Nelson will open the floor to commission members for any announcements.

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

**Regular Meeting:**

**Thursday, June 18, 2020**

The Regular Meeting of the Board of Human Relations Commissioners of the City of Fargo, North Dakota, was held in the Commission Chambers at City Hall at 12:00 p.m., Thursday, June 18, 2020.

The Human Relations Commissioners present or absent were as follows:

Present: Rachel Hoffman, Cheryl Schaeffe, Matuor Alier, Laetitia Hellerud, Adam Martin, Barry Nelson, Cody Severson

Absent: Hamida Dakane, Abdiwali Sharif-Abdinasir

**Item 1. Welcome and Introductions**

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

**Item 2. Approve Order of Agenda**

Member Severson moved the Order of Agenda be approved as presented. Second by Member Hoffman. All Members present voted aye and the motion was declared carried.

**Item 3. Approve Minutes**

Member Hoffman moved the minutes of the February 20, 2020 Human Relations Commission meeting be approved as presented. Second by Member Schaeffe. All Members present voted aye and the motion was declared carried.

**Item 4. HRC Member Updates from COVID-19 Closure**

Chair Nelson noted the following:

- Members Dakane and Sharif-Abdinasir are absent from today's meeting, as they are attending the funeral of Dahir Ahmed, member of the community.

- Congratulations to Members Hellerud and Alier who were awarded prestigious Bush Fellowships.

- Acknowledged Member Hoffman for her service and commitment to the Human Relations Commission seven years, noting she will not be seeking reappointment.

- Included in the packet is the list of demands submitted to the City from the OneFargo/Black Lives Matter groups.

- An update on recent Supreme Court rulings to recognize sexual orientation/gender identity to be covered under Title XII under the Human Rights Act of 1964 for employment and to overturn the decision to phase out the DACA (Deferred Action for Childhood Arrivals) program.

**Item 5. HRC Statement on George Floyd**

Chair Nelson read a prepared statement addressing George Floyd's death.

**Item 6. Future Opportunities to Engage with the HRC**

Chair Nelson provided a history of the Human Relations Commission. He noted meetings are held the third Thursday of the month at noon, are televised, and additionally rebroadcasted at a later date. Messages for the Human Relations Commission and its Members may be directed to [Planning@FargoND.gov](mailto:Planning@FargoND.gov).

Chair Nelson noted applications are currently being accepted for the Police Chief Selection Committee and encouraged citizens to apply to serve. Information is on the City of Fargo website, and the deadline is June 21, 2020.

Member Alier present.

**Item 7. Public Comment Opportunity – Citizens to be Heard**

Fredrick Edwards, Jr. and Faith Dixon, Black Lives Matters Interim Board, proposed the following questions:

- What does it look like for us to have a state holiday of Juneteenth, rather than just a celebration of Juneteenth?
- What does it look like if we have transparency from the higher ups, from Fargo Police Department, from other people? What does that look like for the rest of our community? How would that make us feel if we do have that?
- Within our Police Department, where are the body cams? Why do we not have our Police Department wearing body cams?

Heather Keeler, Fargo Native American Commission and Moorhead Human Rights Commission, reminded that this community does celebrate Indigenous Peoples Day. She noted that it is not just a celebration, it is an understanding of the culture and history in which our nation is built. She noted that when we create a day of recognition, it implements throughout the community. Most of all, it gets into our school districts. We know that K-12 does not talk about this, and this is part of the reason people grow up with blinders on. This is a huge request, and she reminded everyone that both the City of Fargo and the City of Moorhead recognize Indigenous Peoples Day. She thinks it is an excellent idea to recognize Juneteenth.

Cani Adan, Chairperson of the Moorhead Human Rights Commission, stated that when asked the question of the Fargo Police Department if they would hire someone who looks like him, they are told there are requirements of the person who would fill the position. He is wondering if they can hire a community officer who does not have to have a weapon, but a person who can build a relationship between the police and the community. He shared the Community Police Officer here is doing a phenomenal job, and many cases have been solved together. He would like a person who looks like him (of color), officially from the police, does not have to be licensed, but someone who people can share information with and feel more comfortable. He noted there are cases where families do not speak English, and the families are wondering what they have done. Some immigrant families come from a war zone, and when they hear from the

police it is a big deal and they don't know if they have done something wrong. They need someone to translate and help them understand what is going on and then they can feel more comfortable.

Kiara Jackson, Black Lives Matter, asked the following questions:

- When are real trainings for police going to take place? Not just a 12 hour or 20 minute training on cultural diversity, or how to "handle" people of color, for say.
- When are we going to be taken serious?
- How are we, as people, supposed to believe anything that these officers are saying if we do not have any proof or evidence? It is basically our word against theirs.
- When will it (change) take place, because this is a very serious matter?

Jessica MacMillom, Black Activist, proposed the following questions/statements:

- What is being done about over-policing in black communities? Whenever black people are gathering in a certain vicinity we notice over-policing, particularly within those communities and it makes us uncomfortable.
- What is being done about frequent traffic stops on immigrants?

Victoria Johnson, Families United for Advocacy, read a quote from Harriet Tubman. She noted that is how we feel. We left our country and came to this state, but we are not welcome. Not by the Police Department. Not by human social services. Not by anyone. She proposed the following questions/statement:

- Has any leader ever come to us and asked us why we don't trust the Police Department? Why don't you feel comfortable? Why do you feel unwelcome? This is supposed to be a land of freedom, but we don't feel free.
- Has anybody taken the time to ask?

We talk about the Black Lives Matter and the OneFargo movement. People are concerned. We hear the words thugs that we're called. We hear the word terrorists.

- Has anyone taken the time to ask why are they doing what they doing? Did the leaders ever do that? Are they so busy trying to clean up and hide things under the rug?
- Has anybody ever asked why do we have so many (people) in criminal justice? So many children of color being over-charged by the Fargo Police Department.
- Why is this happening when they are committing the same crime as a white child in the schools? They are charged and sent to juvenile court. Why is this happening?

Until the leaders ask the question why and get the answer, we can't move forward. We will always be the strangers in the land of freedom

Shanna Krogh called in and asked if there was any push for an investigation of the Fargo Police Department that is not going to be done by an employee of the Fargo Police Department? She shared her concerns after reading the report that came out. She stated she would prefer a more independent investigation and is concerned with the differences within the departments outwards versus inwards communication. She also questioned if officers have a way to anonymously report concerning behavior?

Chair Nelson noted this will not be a one-time conversation, and he looks forward to future conversations here and elsewhere. He stated the questions raised today are very pertinent questions and need to be seriously considered.

Chair Nelson acknowledged Arlette Preston in the audience as an incoming Fargo City Commissioner.

Jessica MacMillom spoke again voicing her concerns with the North Dakota Board of Cosmetology and their rules regarding braiders.

Member Adam Martin spoke on his work with the F5 project and criminal justice reform. He thanked citizens for coming to today's meeting, as this is the most voice he has seen at a meeting. He encouraged citizens to apply to serve on the City of Fargo boards, and noted needing more people of color on Commissions in the City of Fargo. He shared his experience as a white person in Fargo and his criminal history. He noted statistics he has observed regarding posting of mug shots and the percentages of people of color. He noted systematic racism happening in the city, in employers, the City of Fargo, and the State of North Dakota. He stated he would like the Human Relations Commission to come forward to back Juneteenth being a state holiday in North Dakota. He would also like to see body cams as well.

Shardonay Gallion, Black Lives Matter, called in asking the following questions/statement:

- When are they (leaders) going to take the Black Lives Matter serious?
- When are they going to reach out to black lives in the community?
- When are we going to be heard? We want the FPD (Fargo Police Department) to hear us.
- When are police cameras going to be put on like every other state?
- When are they going to show that they are with us and that they protect us just like they say they do?
- When are the black lives going to matter?

Member Hellerud commented on one of the questions regarding police training, because it is ongoing and she is very passionate about cultural competency training. She noted the work that needs to be done truly needs a commitment that is backed by the budget; by the staff; by the people that are hired; how they promote within; by a mission statement or vision; and needs to be ongoing in an organization. She stated she is excited that the Police Department is seeking community input regarding hiring a new Police Chief, but she is also interested in looking at their Board. She wants to see voices represented - the right questions need to be asked the right allies need to be found to fill in the gaps. She stated that she is passionate about closing the racial and other disparities, and shared that her Bush Fellowship is on that topic. She wants to work with both the mainstream communities and the minority populations to make sure that everyone understands that the more perspective we have at a table, the better laws and decisions we can make for everyone. Ms. Hellerud stated that is how we can become inclusive. We can march, and it is important that we do that, but it is also important to think long term; to think strategies; to think what changes need to happen at the individual level and the collective level. How do we go about that? What changes need to be made short-term, mid-term, and long-term? How do we make sure that it is happening? And the accountability piece is huge. How do we make sure we have laws



at the state level and the country level that backs all this work. She stated we need to be strategic and we need to stay united. It is important to understand that we have to work together as minorities, but also with the mainstream communities. The mainstream communities need to understand their role in this. She shared the analogy of the seed and the soil and she encouraged this type of presence and voice.

Frederick Edwards, added that cultural competency training is a surface level thing, and what ends up happening is we get people that are culturally competent in a culture, but not competent in experiences. He stated we need to start things in Fargo rather than just having a conversation. We need a list of things that we need to happen. Cultural competency is very important and is needed universally. We need to understand our brothers and sisters, learn the history, and have more than just conversations. It is more than dialogue and cultural competency.

Member Severson stated that the LGBTQ+ population is not kept in this arena nearly enough either. He shared that black trans lives matter as well.

Member Alier expressed thanks to the citizens in the audience for coming to the meeting. He shared that racism is going on, and systemic racism is here in Fargo as well. Mr. Alier noted the work that needs to be done collectively. He stated that we need to walk together to solve the problem. We can not do it alone, and we need the right connections and to form the right allies.

Member Schaeffle shared that she can't put herself in their shoes exactly, she can't experience what they do, but she can listen to the stories and know that is not what she experiences. She shared that she has white privilege; she knows it and she doesn't like it. She shared some of her history. She can't know what it is like, but she can understand. She can be an ally and help voices to be heard. Ms. Schaeffle stated we need to bring everyone into the greatest good for the greatest number, educate people, and do our best to provide support to get the concerns voiced. We need to see all as human beings. We need to get the concerns out there.

Member Hoffman moved the Human Relations Commission recommend to the City Commission to observe Juneteenth as a City holiday. Second by Member Schaeffle. All members present voted aye. The motion was declared carried.

City Commissioner John Strand thanked the leaders of our community for stepping up, speaking up, and showing up. He stated this is on us to work together and partner for the community we choose to make going forward for everybody. He stated we can do this, and we can show people how to do this right. He said that its time to act on what we hear.

Commissioner Strand stated he wants to put some teeth into the Human Relations Commission to have some authority. He would like the Commission to be able to act on what they hear from the people and have a road map to act on what is heard. He suggested having the Commission renamed to the Human Rights Commission, to be what they are all about and be real about that. Those are some topics and he wants to

throw some ideas. He stated that the demands brought forward from the OneFargo and Black Lives Matter groups are reasonable, attainable, and workable and he looks forward to joining with the groups on them. He believes the mindset is there at the City level. Commissioner Strand also stated there are some topics to add to that list. Equity issues across the board are huge; equity in housing, employment, legal protections, and in schools. There are some topics we need to agree we are going to discuss. This will be a learning moment for many of us. He agrees we should be talking about chokeholds, is there a ban on them? What is the application of them here? What is allowable? What does our community want? He shared we should be talking about no-knock warrants. What do we do locally? What are our practices? What do the people want? How often does that happen? What are the implications of no-knock warrants? A topic he would add to the list is the status of the gang-task force. Does it still exist? Who are they? Where are we at with it? He noted he would like to know more about our use of force policies. What are the practices locally? What are our standards? How does it compare with the rest of the world? He thinks there is a community sentiment that we should look at to what degree and when is it triggered to have an independent outside study of actions and complaints that surface in our community. He's not saying people are wrong, but that these are fair things to discuss. Police reports - he has heard of instances where police reports were not filed on things that citizens reported. We need to tie down those moments, ensure that there is action and follow-up to them, and that the reports are received and acted upon. Commissioner Strand stated one of the demands is diversity in the Boards and the Commission and he thinks adding to that is a diversity in the workforce across the board; that we need to have a reflection of our community everywhere we look as much as we can. He would like bail and bonds to be studied. How many people are sitting in jail that can't make bond? What are the crimes that people are in for? Is it worth the cost to keep them in everyday? At what point is it reasonable to keep somebody in jail versus letting them back out in to the community to be functional and have a good life? He noted we have many topics to talk about. We need to keep showing up, keep our feet to the fire, and fill spots on our Commissions. Let's create some working committees. Let's create some new tables. Let's bring people to new tables to discuss these issues proactively and together. There is room at the table for all these voices. He challenged the Members of the Human Relations Commission that this is their moment, another moment, for them to really impact the community. To impact the life of people here, the quality of life, relationships they have with each other, sense of safety, sense of being welcome, sense of being accepted, and the sense of us having the same hope and aspirations for everybody to blossom, to grow, and to flourish for every single human being. We all do better when we all do better. Let's keep showing up and grow this effect and partner together and work together for the future we want.

Kiara Jackson spoke again, saying she appreciates what has been said. She stated that she talks the talk and walks the walk, and hopes and prays that the words spoken are stood by. Her intentions as a women, as a human being, and as a women of color are right, and she stands by what she stands for, for her people. She shared that she was the President of the Black Student Association of NDSU (North Dakota State University) and not once did she get a call to speak on behalf of the campus or her people. She stated that needs to change.

Ruth Buffalo issued a challenge to the Human Relations Commission to be more than a rubber stamp within the umbrella of the City of Fargo. She noted that as a former Native American Commission member there are a lot of good intentions, but also a lot of opportunities that were missed in the past. She shared that relationships still need to be mended. We need to walk our talk and engage in conversations and not attack each other. She challenged each other to walk the talk, noting that happy words don't mean anything to victims. Conversations need make sure that there are great intersections. She challenged the Commissions to do more and dig deeper. It starts within ourselves.

Martin Avery voiced concerns about looking into concrete things that can be done. He wants to get choke holds off the table, and feels sometimes we get caught up in the need to study things too much. He stated when people are impacted by things in society then action happens quicker. We need to look to those that have experienced things for the research. We need to get people in the community that are impacted by these things and act. Let's do this and act upon peoples real life experiences.

Victoria Johnson added additional concerns regarding the Police Resource Officers in the school system, and how much training they have to work with children and handle situations. She noted issues happening with the School Resource Officers inside the schools and parents not having a way to voice issues. She asked who contracts are between with the school resource officers. Is it with the schools or with the police? Are the resource officers aware of what is allowed? These are the people working with our children, and we need to look at what is happening to our children in our community and school system.

**Item 8. Next Steps – Future Town Halls**

Chair Nelson noted the sign in sheet in the back for audience members to leave their contact information to be involved in the ongoing future process. He stated today is just the beginning.

**Item 9. Adjourn**

The time at adjournment was 1:21 p.m.

Question	Action or Follow-Up Item	Action to Date Summary
<b>TOPIC: FARGO POLICE DEPARTMNET POLICIES</b>		
Why are there no body cameras in the Fargo Police Department?		
When will trainings for police take place that are more comprehensive than cultural diversity or “handling” people of color?		
Is there a way a police officer could anonymously report a colleague if they have a concern about their behavior?		
What are local policies about chokeholds and no-knock warrants?		
Does the gang task force still exist? What is the background of police department’s involvement?		
What is the police’s use of force policy and practices? What are the standards, how does that compare to other police departments?		
What does training look like for School Resource Officers? What are the policies? Who are contracts with? How can parents voice concerns?		
<b>TOPIC: BUILDING TRUST BETWEEN COMMUNITIES OF COLOR AND THE POLICE AND GOVERNMENT</b>		
How can the Fargo Police Department hire more people who are representative of the community? Can there be a Community Police Officer, someone who can translate and help immigrants feel more comfortable with police?		
How can trust be built between the police and the community?		
How can investigations of the Fargo Police Department or its officers be conducted independently?		
What does transparency in the Fargo Police Department, and local government generally, look like?		

How can government and police leadership engage the community on issues such as feeling unwelcome or feeling uncomfortable with police?		
How can local government engage student associations for students of color (for example the NDSU Black Student Association) in community conversations?		
<b>TOPIC: RACIAL DISPARITIES IN JUSTICE AND POLICING</b>		
What is being done about over-policing in black communities?		
What is being done about frequent traffic stops on immigrants?		
Why is there a racial disparity with the juvenile justice system in the Fargo area?		
What is the racial disparity in bail bonds locally?		
How can we include identities that intersect with race in the conversation, such as LGBTQ+?		
<b>TOPIC: MOVING TO ACTION</b>		
How can we move beyond having a conversation about these issues, and move to action?		
What does it look like for us to have a state holiday of Juneteenth, rather than just a celebration of Juneteenth?		
How can we act with urgency and intention to disparities in our community?		
What changes need to be made short, mid, and long term to improve inclusion at every level of our lives, society, and government? How can this process be accountable? What laws are needed at the state and national level to back this work?		
How can the Fargo Human Relations Commission take action on its good intentions?		
How can we engage K-12 education on these topics and issues?		

# **STATEMENT OF INTENT & AGREEMENT**

## **“WeAreOne”**

THIS STATEMENT OF INTENT & AGREEMENT is made and entered into by and between the CITY OF FARGO, a North Dakota municipal corporation (hereinafter “Fargo”), the CITY OF MOORHEAD, a Minnesota municipal corporation (hereinafter “Moorhead”), the CITY OF WEST FARGO, a North Dakota municipal corporation (hereinafter “West Fargo”), and the organizers of OneFargo (hereinafter “OneFargo”).

### ***Acknowledging the Past***

The cities of Fargo, Moorhead, and West Fargo acknowledge the past. There is a deep and complex history in the United States that has disproportionately – and at many times negatively – impacted members of our communities and citizens of this country. Fargo, Moorhead, and West Fargo acknowledge this past and pledge our steadfast commitment to ensuring the lessons learned from this past in our country, region, and cities are never forgotten.

### ***Understanding the Present***

The Fargo-Moorhead-West Fargo metropolitan community acknowledges recent national, regional, and local events in 2020 that have contributed to fractures in relationships between community members. Specifically, the event of May 30, 2020 serves as a reminder of our shared responsibility, as members of the community and citizens of Fargo, to bring its people together. At this time, more than ever, the metropolitan area requires healing and significant social change to bring our community back together and make it a better place for all of its citizens, regardless of race or national origin.

### ***A Commitment to a Stronger, Unified Future***

Unifying Fargo, Moorhead, and West Fargo, by bringing people together and committing to genuine, lasting social change, are the guiding principles of “WeAreOne”. In this regard, WeAreOne is not about a single moment in time, but rather a sincere commitment to ongoing dialogue, open communication, and trust building in the community.

**NOW, THEREFORE**, based upon these premises and mutual covenants herein stated, it is hereby agreed:

Section 1. Establishment of WeAreOne. For the purposes of communication, trust building, and productive future dialogue, the parties agree to establish the WeAreOne initiative. WeAreOne will serve as an organizing framework and venue to bring together the voices of governmental leaders in Fargo, West Fargo, and Moorhead with those from the historically underrepresented African American community of the metropolitan area.

Section 2. Regular Meetings.

- WeAreOne will meet regularly to identify topics of mutual interest in the community, particularly as they pertain to Black, Indigenous, and People of Color (BIPOC) including but not limited to:
  - Community policing
  - Safety
  - Outreach, communications, and inclusion
  - Economic opportunities
- Meeting agendas and discussion topics will be developed jointly by the organizers of OneFargo and the cities. Through a collaborative process, the committee members of WeAreOne will direct focus and attention on issues that are important for the community at large to discuss.

Section 3. Reports. Good faith efforts shall be used to communicate the progress of WeAreOne to the constituencies of the entities, including the Fargo City Commission, Moorhead City Council, West Fargo City Commission, the Fargo Human Relations Commission, and the greater metropolitan community. The WeAreOne initiative will continue in effect so long as the parties mutually consent and agree to dialogue through this framework.

Section 4. Effective Date of Statement of Intent & Agreement. This Statement of Intent & Agreement shall be deemed effective June 5, 2020.

**IN WITNESS WHEREOF**, the parties hereto have hereunto set their hands the day and year first above written.

**OneFargo Organizers**

By: \_\_\_\_\_

By: \_\_\_\_\_

By: \_\_\_\_\_

By: \_\_\_\_\_

**CITY OF FARGO**, a North Dakota municipal corporation

By: \_\_\_\_\_

Timothy J. Mahoney, M.D., Mayor

ATTEST:

\_\_\_\_\_



Steven Sprague, City Auditor

**CITY OF MOORHEAD**, a Minnesota municipal corporation

By: \_\_\_\_\_

Johnathan Judd, Mayor

ATTEST:

\_\_\_\_\_

Christina Volkers, City Manager

**CITY OF WEST FARGO**, a North Dakota municipal corporation

By: \_\_\_\_\_

Bernie Dardis, Commission President

ATTEST:

\_\_\_\_\_

Tina Fisk, City Administrator



# 2020 Work Plan

Fargo  
Human  
Relations  
Commission

# Work Plan Framework

**Goal 1:** Create a more inclusive community via formally protected rights.

Strategy: Discrimination Complaint Audit

**Goal 2:** Increase and promote diversity, equity, inclusion, and anti-discrimination practices within City government.

Strategy: Bias Assessment Tool

**Goal 3:** Promote and grow community-wide efforts related to advancing diversity, equity, inclusion, and anti-discrimination.

Strategy: Inclusion & Equity Study

Strategy: Strategic Programming & Events

# Goal 1:

Create a more  
inclusive community  
via formally  
protected rights.

# Discrimination Complaint Audit

**Outcome:** A clear process for the public and staff to follow when instances of discrimination occur.

Audit discrimination complaints in order to inventory the procedural steps available to the public leading to an inventory or database in order to obtain data and evidence of discrimination.

## Who:

Multiple parties to conduct the work in phases. Conduct the work in subcommittees with volunteers with staff assistance.

## Why:

Procedurally we need to be able to communicate to public members about the tools we have so that we can better understand roles and accountability. We also need to understand if we need better tools to identify room for improvement or change.

## How:

Through audits and “secret shoppers” we can collaborate with our partners in police, state agencies, federal agencies, local non-profits and citizen groups.

## When:

Monitor project quarterly. Sub-group meets and collaborates monthly through a board member liaison.

# Discrimination Complaint Audit

## Work Plan Items

- Hold task force kick-off meeting to assign tasks and establish timeline.
- Organize data in Human Relations “Discrimination Inquiries” digital folder

Research & interview community partners to gather information such as historical complaint data, complaint processing and referrals, outreach strategies, and gaps

- in recourse and enforcement options for discrimination complaints.

Potential organizations or agencies include:

Freedom Resource Center  
ND Legal Services  
State Bar Association  
ACLU  
FirstLink

High Plains Fair Housing  
Fargo Police  
Somali Community Development  
ND. Dept. of Labor and Human Rights

- Research and interview best practices by similar cities to learn how they process and archive discrimination complaints; what enforcement tools they have; and what is working or not.

Moorhead, MN  
Sioux Falls, SD

Grand Forks, ND  
Minneapolis, MN

- Create flow chart demonstrating which complaints are best suited for which community resources, as the system currently exists. Create communication plan for general public to understand this process.
- Summarize findings on gaps in the current system, if any. How effectively do complaints get resolved? How aware is the public on the processes available?
- Draft report summarizing task force recommendations on which data archiving, complaint processing, communications, and/or enforcement tools the City of Fargo should implement.



# **Goal 2:**

**Increase and promote diversity, equity, inclusion, and anti-discrimination practices within City government.**

# Bias Assessment Tool

**Outcome:** Implement a bias/multicultural assessment tool within City departments.

A bias assessment tool identifies an individual's and organization's ability to operate in a multicultural setting and identifies areas for improvement.

Implementation of an assessment tool across City government would provide for better understanding of where we are with these best practices as an organization and brings opportunities for education and awareness.

## Who:

Invite non-profits, government agencies and experts in our community to introduce these tools and collaborate with city leaders for use within the City of Fargo organization. City staff led in conjunction with board member liaison as champion/leader and city commissioner liaison.

## Why:

By learning where our barriers are we can identify opportunities for change and improvement for a stable workforce that is representative of the community it serves. It can also be a demonstrative tool for our community partners.

## How:

Invite leaders and knowledge experts in the community and from the HRC to demonstrate these tools to city leadership. Partner with local non-profits, local universities and local employer groups to lead in subject matter.

## When:

Monitor project quarterly. Sub-group meets or reports back monthly and collaborates back to the HRC through a board member liaison.

# Bias Assessment Tool

## Work Plan Items

- Hold task force kick-off meeting to assign tasks and establish timeline.
  - Identify Fargo-area organizations that have utilized a multicultural or bias assessment tool.
  - Identify the most appropriate person(s) at these organization who are the most knowledgeable about the organization's use of the tool.
- Interview representatives of the companies identified in the previous step to gather information such as the particular assessment tool used; cost of the assessment; scale of the assessment within their organization; what goals did the organization have in implementing the assessment; results of using the tool; etc.
- Compile the findings as "case studies." This case study report should be made available to the public so other companies in the Fargo area can understand the value of a multicultural assessment tool and follow-up training.
  - Analyze the case study findings to learn the types of multicultural assessments available and what goals and priorities are best met by certain assessment tools.
- Work with City of Fargo Department of Human Resources to advocate for the importance and value of a multicultural assessment tool implemented across all City of Fargo departments.
- Work with City of Fargo department heads and other key governmental stakeholders to understand their goals and priorities with implementing a bias or multicultural assessment tool.
  - Implement the use of the assessment as a "pilot study" within Planning.
  - Scale implementation of the assessment within more City of Fargo departments.

# **Goal 3:**

**Promote and grow community-wide efforts related to advancing diversity, equity, inclusion, and anti-discrimination.**

# Inclusion & Equity Study

**Outcome:** Adopt a community-wide Welcoming Plan.

A welcoming and belonging-visioning plan that is created and adopted by year end 2021. The welcoming plan serves as a citizen led strategic plan for confirming a holistic embracement towards citizen belonging and citizen led community development.

**Who:** Staff led through consultant and academic knowledge experts. Partnering with private foundation sponsorship and national expertise for the purpose of a strategic plan that is representative of community members' vision for Fargo.

**Why:** A strategic plan focused on belonging and welcoming provides an opportunity for messaging and communication based on citizen focused needs to align city and public agency with the community-at large.

**How:** Staff will craft a specific work plan through partnership with a consultant. To include creative strategies and unique and customized public engagement.

**When:** Weekly staff meetings, bi-weekly subcommittee work, and monthly reporting to HRC.

# Inclusion & Equity Study

## Work Plan Items

- Bring together like minded groups who are taking on similar initiatives.
- Establish unique city's perspective to differentiate between the other interest groups (if needed).
- Bring forward priorities of the Kresge Foundation grant and other initiatives funding priorities.
- Create an awareness building symposium highlighting local leaders and knowledge experts for community wide conversation.
- Highlight city initiatives through public arts demonstrations.
- Highlight communication messaging.
- Conduct survey and needs assessment.
- Align messaging with MLK Event, and other city supported initiatives.
- Work with City and peer agencies on messaging.
- Through needs assessment integrate priorities into city-wide work plan.

# Strategic Programming and Events

**Outcome:** Sustainable community events with a clarified role for the Human Relations Commission.

Coordinate with partners to determine future of annual cultural programming and events and strategize City of Fargo's and HRC's role in cultural programming and annual events.

**Who:** Board member led with staff support. Collaborating with Pangea, Cultural Resources Diversity Center, Police, Fargo Health, State agencies, and other community groups.

**Why:** Clarify roles of board members, liaisons and community needs as we grow into a larger city with more complex issues. Identify roles for the City, HRC, board member and staff as we collectively serve as partner, leader, or sponsor contemplating the larger metropolitan area and limited resources.

**How:** With a subcommittee of HRC members and staff support identify methodology for evaluating and recommending future structure for considerations. Inventory, schedule and strategize City of Fargo's and HRC's role in cultural programming and annual events. Determine sustainable and adaptable community structures based on standardizing roles (apart from individual personal roles and commitments) as best as possible. Itemize methods for supporting partners for their sustainability as well.

**When:** Report monthly or as needed to the HRC. Recommend future changes for consideration in 2020 and 2021.

# Strategic Programming & Events

## Work Plan Items

- Hold task force kick-off meeting to assign tasks, establish timeline, and identify key interview questions.
- Research City of Moorhead and City of West Fargo's level of involvement and funding in cultural events and possibly interview staff/officials.
- Interview program planners of local cultural programming and events to understand an organization or event's strengths, weaknesses, opportunities, and threats. Example events or organizations could include:

Pangea  
Welcoming Week  
MLK Day

Native American Festival & Education Series  
Multi-Ethnic Summer Picnic  
Community Table

- Interview the Mayor on his priorities for City involvement with cultural programming.
- Define criteria for possible tiers of involvement for City of Fargo, e.g. Primary Leader/Partner/Sponsor/Booth Runner. Criteria examples include:
  - 1) Impact: How well does the event directly execute the HRC's specific goals?
  - 2) Public Relations/Reach: How valuable is it to have City of Fargo's name attached to this event? How many people does it reach? Is it an audience that otherwise wouldn't know about HRC?
  - 3) Public Feedback: How possible is it for City/HRC to use this event to gather direct feedback from citizens on their needs? Is it an audience that otherwise wouldn't know about HRC?
  - 4) Equity: How equitable is access to the event? Who is the audience year after year?
- Using these criteria, complete attached ranking chart to evaluate the best level of involvement for the City of Fargo in each local cultural event for 2021 into foreseeable future.
- Draft short paper to summarize findings, criteria rankings, and recommendations.



# 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 the Planning and Development Department at 701.241.1474 or [Planning@FargoND.gov](mailto:Planning@FargoND.gov).

ORGANIZATION NAME: Farth4Hope Scholarship Fund

PROGRAM/PROJECT NAME: JayFest

DATE SUBMITTED: 7/7/2020

AMOUNT REQUESTED \$ 940.00 (the cost of the park)

**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: 1321 19<sup>th</sup> Ave N.

Contact Name: Farth Dixon Phone: 701 936-9616

Fax: 701 532-1792 E-mail: farth4hopefund@gmail.com

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

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

Farth4 Hope along with Frederick Edwards has planned a community free event for the public. We understand that the pandemic has kept us inside away from others, but we hope joy will bring us out. We are planning an fun event located at Island Park on July 25<sup>th</sup> 12pm-8pm. There will be free food, live entertainment, park & crafts. Farth4 Hope mission

Statement and goals is to aide individuals in eliminating poverty in our community. We want to provide resources & education to those in this area.

(Please see Attachment 1)

## FAITH4HOPE SCHOLARSHIP FUND

1321 19TH AVE.N. FARGO, ND 58102

701-793-6001- Office

701-532-1792-Fax

Faith4hopefund@gmail.com

EIN# 81-4085396

6/28/2020

To Whom It May Concern,

Hi, I am writing this letter seeking donations. Faith4Hope is a 501(c)(3) non-profit located, here in North Fargo. I'm writing this letter as part of a fundraising effort. Working with Faith4Hope has allowed me the privilege of coming into contact with hundreds of families in the F-M area that utilized services offered by Faith4Hope such as food pantry, Backpack Giveaway, Thanksgiving Basket, and Christmas Gift Giveaways. The families are from diverse socio-economic levels. And this event will allow us to bring some joy back to the community during this pandemic.

What is Joyfest? The pandemic kept us inside, but joy will bring us out. Joyfest is a collective effort to provide healing and resources to meet the community's needs, from therapists, to entrepreneurship opportunities, many other stations set up live art and poetry. Free food, live entertainment, arts and crafts, dunk contest to pie eating contest. Joyfest is a force to be reckoned with. Island park the heart of the city will beat at the drum of joy, let us all come together to learn, to grow and lastly enjoy one another. This event will be on July 25<sup>th</sup>, 2020 from 12pm-8pm located at Island Park

We are asking for support and sponsor within the community to assist us in making this a successful event. We are asking if you would be able to give monetary donation to purchase food, supplies, and or in-kind donations. If you are able to do so please contact our office as we are able to pick it up.

Thanks,

Monique Shields

*Faith4Hope mission is to help low-income families achieve sustainable independence through a community-based response.*



701 Main Ave  
Fargo, ND 58103

Phone: 701-499-6060

Fax: 701-499-6069

## Account Schedule Report

### Faith4Hope Scholarship Fund

Faith Dixon  
1321 19 Ave N  
Fargo, ND 58102

Phone: (701) 793-6001

Email: faith4hopefund@gmail.com

### Account Schedule - By Date

1/12/2020 - 10/12/2020

Date	Day	Complex	Facility	Event Type	Event Time	Dur.	Rate	Other Chg	Tax	Total
7/25/2020	Sat	Island Pk	Island Park Gazebo	Special Event	8:00 AM-7:15 PM	11/15	300.00	0.00	0.00	300.00
7/25/2020	Sat	Island Pk	Island Park	Special Event	8:00 AM-7:15 PM	11/15	0.00	640.00	0.00	640.00

**Schedule Notes:** Joy Fest will be planning for 500 guests.  
Applicant will begin setting up in Island Park at 8:00 am. The event will begin at 12:00 pm and will run until 7:00 pm. Applicant will begin tear down immediately following the event.  
This event is Free and open to the Public.  
Applicant will bring in their own tables and chairs.  
All other vendors and informational booths must park in a parking lot and haul items in.  
Applicant will be setting up a stage in Island Park. See attached map for stage location. Applicant will work with Officer Bloom to bring in a trailer stage. The Fargo Park District requests that persons delivering stage must always have hazards amber colored flashing or strobing lights on vehicle is on the trail system. Applicant shall not exceed 10 miles per hour while on the trail system and must yield right of way to any pedestrians. The Fargo Park District may revoke this permission at any time should there be any violations to this agreement. Driving on the trails without following the above guidelines can result in a citation per Fargo Park District Ordinance, which is enforceable by the Fargo Police Department.  
Applicant is setting up four 10X10 canopy tents. Canopies must be secured above ground.  
Any signs used for the event should be temporary and should leave no visible trace once event is finished. No event signs may be stapled to park signs, trees, or buildings. All signage must be removed after the event.  
Applicant will set up event parking signs. The Island Park Pool lot must be left open for pool patrons.  
This event is permitted to have sound at the event. Sound amplification is to be set at a reasonable level that projects within the boundaries of the area that is reserved. Sound amplification is prohibited before 7 am and after 10pm. The Fargo Park District reserves the right to revoke this permission of amplification should there be any violations to the Sound Amplification Policy. Sound must be directed into the park.  
Applicant and vendors invited in by Applicant will have informational booths, and food and beverage for giveaway in the park.  
Applicant is planning for four portable toilets to be put in Island Park. Jiffy Johns Portable Toilets is the vendor. Portable toilets will be delivered on July 25 and removed July 25 after the event.  
The Fargo Park District will bring in 15 trash barrels as requested. Immediately following the event Applicant shall conduct a general clean-up of trash and materials generated by the event. All trash bags must be tied and placed by the gazebo. Applicant has permission to place overflow garbage from the day in dumpster by Scherling Complex. Fargo Park District will pick up garbage cans and garbage from area by the gazebo. All rented garbage cans will also be placed in this area.  
The Fargo Park District does not supply any water for this event.  
Applicant will bring in a dunk tank. Applicant will set up the tank by the food tables closes to the bike bath. Applicant will place plywood under the dunk tank. Applicant will work with Fargo Fire Department to fill the tank. Fargo Fire Department should be able to park in the tennis court parking lot and fill the tank from that location.  
Applicant is held responsible for the safe conduct of all participants attending event and will follow all COVID-19 guidelines.  
Any damage as a result of event being in the park may result in additional fees to repair the damage.  
Under certain conditions, Fargo Parks may be forced to cancel an agreement prior to the event. Possible reasons for cancellation include, but are not limited to: a declared state of emergency, unsafe environmental or health conditions. In such an event, the renter agrees that the Fargo Park District shall not have responsibility for anything the Applicant may suffer or incur due to such a cancellation. The Fargo Park District will attempt to notify the renters as soon as possible if such cancellation occurs. All fees paid to the Fargo Park District by the Applicant shall be refunded to the Applicant if the reservation is canceled by Fargo Park District for any of the above reasons.  
Violation of these rules and policies may result in the loss of deposit (including additional charges for damages not covered by deposit) and denial of future use of Fargo Parks facilities.

Other Charges: Item Name	Amount	Qty	Total
Special Event Fee	\$100.00	1	\$100.00
1Sound Permit	\$50.00	1	\$50.00
Vendor Fee-Non Food	\$50.00	1	\$50.00
Vendor Fee-Food	\$100.00	1	\$100.00
Security/Damage Deposit	\$250.00	1	\$250.00
Garbage Cans	\$6.00	15	\$90.00

Custom Fields:

22 (hrs) / 30 (min)

<b>Sub Total</b>	<b>\$940.00</b>
<b>Tax</b>	<b>\$0.00</b>
<b>Grand Total</b>	<b>\$940.00</b>

# CITY OF FARGO HUMAN RELATIONS COMMISSION

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**ORGANIZATION NAME:** United Liberian Association of North Dakota

**PROGRAM/PROJECT NAME:** Liberia Independence Day

**DATE SUBMITTED:** July 9, 2020

**AMOUNT REQUESTED** \$1,000

**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: 15 South 21st Street #206, Fargo ND 58103 (ULAND Office)

Contact Name: Ritchell Aboah

Phone: 701-412-4487

Fax: N/A

E-mail: [aboahforcitycommission@gmail.com](mailto:aboahforcitycommission@gmail.com)

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

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

This request is for general support for a community celebration of Liberia's Independence Day. The celebration will be held July 25 at Johnson Park from 5 p.m. – 9 p.m.