

## **MEMORANDUM**

**TO:** Native American Commission  
**FROM:** Tia Braseth, Planning Coordinator  
**DATE:** February 28, 2020  
**SUBJECT:** Fargo Native American Commission Meeting

The next meeting of the Fargo Native American Commission will be held on Thursday, March 5 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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### **NATIVE AMERICAN COMMISSION Thursday, March 5, 2020 Commission Chambers AGENDA**

1. Welcome and Introductions
2. Prayer
3. Approve Agenda & Minutes Action Item
4. Presentation: Historical & Cultural Society of Clay County, Markus Krueger
5. Sponsorship Request: Woodlands & High Plains Powwow Action Item
6. Old Business
  - a. FM Native Programs Consultant update
7. Public Comment
8. Announcements
9. Staff Report/February Recap
10. Strategic Planning
11. Next Meeting – April 2, 2020

Native American 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 Tuesday at 8:00 p.m. and Thursday at 5:00 p.m.

People with disabilities who plan to attend the meeting and need special accommodations should contact the Planning Department at 701.241.1474. 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 <http://fargond.gov/city-government/boards-commissions/native-american-commission>.

## **BOARD OF NATIVE AMERICAN COMMISSIONERS MINUTES**

**Regular Meeting:**

**Thursday, February 6, 2020**

The Regular Meeting of the Board of Native American Commissioners of the City of Fargo, North Dakota, was held in the Commission Chambers at City Hall at 12:00 p.m., Thursday, February 6, 2020.

The Native American Commissioners present or absent were as follows:

Present: Sharon White Bear, John Strand (via conference call), Sonya Donahue, Anna Johnson, Lenore King, Rebecca Knutson, Chalsey Snyder, Whitney Fear, Heather Keeler

Absent: None

**Item 1. Welcome and Introductions**

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

Willard Yellow Bird led the Board in a Prayer.

**Item 2. Approve Order of Agenda & Minutes**

Chair King noted that Item 5 will be removed from the Agenda.

Member Snyder moved the Order of Agenda as amended and the minutes of the December 5, 2019 Native American Commission meeting be approved. Second by Member Knutson. All Members present voted aye and the motion was declared carried.

**Item 3: Honoring of Guy Fox**

Mr. Yellow Bird spoke providing a background and honoring former Native American Commission Member Guy Fox for his 11 years of service to the Board. Mr. Fox was presented with a blanket and plaques in honor of his service.

**Item 4: Induction of New Member Sonya Donahue**

Mr. Yellow Bird gave a blessing, prayer, and smudging for new Native American Commission Member Sonya Donahue.

**Item 5. Presentation: Lightspring, Edwin Hahn**

Removed from the Agenda.

**Item 6. Presentation: NDSU Land Acknowledgement Statement**

Representatives from NDSU (North Dakota State University) Seinquis Leinen, Creighton Brown, Vanessa Tibbitts, and Ryan Eagle presented two draft land acknowledgment statements to the Board. They noted they are looking for feedback on

the two versions presented and have been working with several groups across campus and alongside community elders.

The Board discussed the options noting support for this effort.

**Item 7. Presentation: 2020 Census, Planning Coordinator Donald Kress**

Planning Coordinator's Donald Kress and Tia Braseth gave a brief presentation regarding the census and the importance of all being counted. They noted that volunteers and paid workers are needed and there is a focus on harder to count populations. More information and FAQ's can be found at [www.2020census.gov](http://www.2020census.gov).

**Item 8. Old Business**

**a. Winter Powwow Summary**

Member Keeler noted that the event was successful and had a great turnout.

**b. FM Native Programs Consultant update**

Member Snyder noted that Member Whitney Fear is the elected representative from the Native American Commission for the Board of Directors for FM Native Programs. Ms. Snyder noted there is a seven member working board with a draft mission and vision in place.

Member Fear gave a brief update and shared the draft mission and vision.

**Item 9. Public Comment**

Member Snyder shared that the YWCA Women of the Year event is upcoming and would like to nominate Member Sharon White Bear for the award. She noted that she would like for one of the letters of recommendation to come from the Native American Commission.

Member Fear moved for the Native American Commission to write a letter of nomination for Sharon White Bear for the Woman of the Year award. Second by Member Keeler. Member Snyder and White Bear abstained from voting. All Members present voted aye and the motion was declared carried.

**Item 10. Announcements**

Heard after item 11.

Member Keeler noted the Fargo Indian Education program is holding an Indian Taco Sale on Thursday, February 13.

**Item 11. Staff Report**

**a. Sweat Lodge Update**

Planning and Development Director Nicole Crutchfield stated that an update with information is in the meeting packet. She noted the City is looking for leaders and community support to develop the process and structure for the Sweat Lodge.

**b. Strategic Planning Exercise**

Member Snyder moved to initiate a strategic planning session to be held before the end of February 2020. Second by Member Fear.

Discussion was held regarding open meeting requirements.

On call of the roll, majority of Members voted aye. The motion was declared carried.

Member Fear Absent.

**Item 12. Adjourn – Next Meeting: March 5, 2020**

Member Snyder moved to adjourn the meeting. Second by Member Keeler. All Members present voted aye and the motion was declared carried.

The time of adjournment was 1:15 p.m.

## MEMORANDUM

**TO: NATIVE AMERICAN COMMISSION**

**FROM: TIA BRASETH, PLANNING COORDINATOR**

**DATE: FEBRUARY 28, 2020**

**SUBJECT: MEETING REPORT**

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- Item 4. Presentation: Historical & Cultural Society of Clay County, Markus Krueger**  
Markus Krueger will present about the museum's upcoming Sesquicentennial and its opportunity to educate the community about local Native American history.

He is seeking potential partners to guide programming during the 2021-2022 year and for the duration of the Sesquicentennial exhibit, to be displayed at the Hjemkomst Center from 2021-2023. He also seeks your general feedback on the exhibit concept and any requests you may have.

- Item 5. Sponsorship Request: Woodlands & High Plains Powwow**  
See attachment. The planning committee is seeking \$1,500 to be used toward providing a educational powwow program to all families attending. Glory Ames, the co-President of the MSUM American Indian Student Association, will be available to answer any questions on behalf of the request.

Recommended Action: Approve sponsorship for full amount requested.

- Item 6. Old Business**  
**a. FM Native Programs Consultant Update**  
Liaison commission member Whitney Fear will provide update.

- Item 9. Staff Report/February Recap**  
See attachment. The Chair may open for discussion or questions concerning these items. This agenda item is an effort to summarize and memorialize issues or staff action related to the work of the Native American Commission since the last meeting.



**CITY OF FARGO  
NATIVE AMERICAN COMMISSION**

**Sponsorship Application**

Please complete this application to apply for City of Fargo Native American Commission sponsorship funds. You will be contacted by City staff if additional information is required.

The Fargo Native American Commission (NAC) assists in funding events that fit within its mission to work together to strengthen the Native American Community to promote understanding, recognition and respect for Native American cultures and to enrich the whole community. If the NAC commits funds to an event, it must be listed as a sponsor in all publicity. The NAC will consider written funding requests monthly, with a deadline of the 1st of each month, and will make decisions with consideration of budget constraints and established budget line items. Priority will be given to organizations/events who have not received funding in the same calendar year. If you would like more information about NAC sponsorships, please contact the Planning and Development Department at 701.241.1474 or [Planning@FargoND.gov](mailto:Planning@FargoND.gov).

ORGANIZATION NAME: Woodlands and High Plains Powwow (WHPP)

PROGRAM/PROJECT NAME: \_\_\_\_\_

DATE SUBMITTED: 1/27/20

AMOUNT REQUESTED: \$ 1,500

Date of event: \_\_\_\_\_

**PLEASE ATTACH A PROJECT SUMMARY, INCLUDING A DESCRIPTION OF WHAT THE FUNDS WILL BE USED FOR (attach summary and description on the back of this page or on another sheet)**

**BASIC INFORMATION:**

Address: 1104 7th Ave. S, Moorhead, MN 56563

Contact Name: Jody Steile Phone: (218) 477-4272

Fax: \_\_\_\_\_ E-mail: steilejo@mnstate.edu

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

Mission and Actions: In one or two sentences, what are you planning to do? Please attach additional information as applicable.

The Woodlands and High Plains Powwow planning committee is requesting financial support for the 31st annual powwow on March 28. Sponsor funds will be used to provide a powwow program to all families attending the powwow. The powwow program is an educational booklet that provides attendees the opportunity to learn about the powwow, dancers, grand entries, and powwow etiquette. Also new this year WHPP is inviting an area youth drum group to serve as our Youth Host Drum. We appreciate your continued support and involvement in the community. Thank you.

## **MEMORANDUM**

**TO:** Fargo Native American Commission

**FROM:** Tia Braseth, Planning Coordinator

**DATE:** February 28, 2020

**RE:** February Recap Report

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This agenda item is a new effort to summarize and memorialize issues, concerns, or staff action related to the work of the Native American Commission since the last meeting. During the meeting, the Chair may open for discussion or questions concerning these items.

### **Staff Items**

**1. 2020 Census.** Last month, filming wrapped up for a series of Census outreach videos in which community leaders of hard-to-count populations spoke in encouragement of participating. Two videos were in English and nine were in other languages. Thank you to Chair King for going on screen to help get out the word. We will share the videos as soon as they are available.

Key upcoming dates:

- The emphasis for the 2020 Census is an online response. The Census website is scheduled to go live March 12. Starting in mid-March, every household will receive a letter from the Census about how to be counted
- The primary self-response period continues from mid-March until early May.
- The Census Bureau on-the-ground follow-up begins in May, where they come literally knocking on the doors of people who have not self-responded.
- The Census counting ends on July 31<sup>st</sup>.
- April 1 is Census Day. No matter what day you respond to the census, you respond based on where you lived on April 1, 2020. People are encouraged to respond by April 1, but it is not a hard deadline.

**2. Fair Housing Advocacy in Fargo-Moorhead: Landlord Risk Mitigation Fund.** See attachments. As part of staff efforts to increase awareness about community partners working on fair housing, staff are sharing updated information about the Landlord Risk Mitigation Fund.

The FM Coalition to End Homelessness launched a Landlord Risk Mitigation Fund (LRMF) in 2014 to encourage property managers and landlords to rent to people experiencing homelessness. The fund is a chance for people with housing barriers to have stable housing. Landlords and property managers who agree to rent to people in the program can recoup funds lost due to unpaid rent or excessive damage to units.

Please note that individuals cannot apply to this program. Applications must come from a service worker or case manager working for a service provider agency that is a member of the FM Coalition to End Homelessness.

**3. Core Neighborhood Plan.** Last month, staff and the project's consultant, czb, concluded the first round of Core Neighborhood Plan meetings with residents and steering committee members. Residents from each core neighborhood reviewed what is and is not working in their neighborhood as well as their ideal vision for the future.

**4. Improvements to Gladys Ray Shelter.** Last year, the City Commission approved a Community Development Block Grant (CDBG) public facilities improvement project at the City's Gladys Ray Homeless Shelter. At this time, the City has published a Request for Bids so that a contractor may be hired to execute the improvements. The scope of work includes electrical upgrades, plumbing improvements, HVAC assessment and repair as needed, and finishes (i.e. paint, flooring, bathroom ceilings, and carpentry).

The full Request for Bids and scope is available online on the City of Fargo's Bids, RFQs, and RFPs webpage. We welcome your encouragement of Native-owned contractors to apply.

**5. Sweat Lodge Update.** As you have heard, the sweat lodge site is temporarily closed. Since we are unable to provide oversight currently, we will be posting official signage on-site that it is closed until further notice. We will also be working to respectfully disassemble the lodge temporarily to avoid risk of unauthorized use.

This pause is necessary to coordinate with the community to create a place where we are doing things as thoughtfully, intentionally, and respectfully as possible. Over the next couple months, we plan to host some community meetings and conversations to help determine how the sweat lodge can be sustainable for the future. We are working to do so with the help of the NDSU American Indian Public Health Resource Center.

By taking these steps and including all community members, we hope there will be no unanswered questions or things left unsaid. We hope we can come to a resolution as a community that everyone can feel good about.

**6. *Women in Blanket* City-owned Artwork.** See attachment. Staff has reached out to Joe Williams from Plains Art Museum and Anna Johnson for their expertise and feedback as to whether or not this city-owned art piece by Randy Hayes is respectful and presents Indigenous people in a positive light. Concerns were raised last year by city leaders, and staff is seeking feedback before finding a permanent home for the piece, which is currently in storage.

**7. Human Relations Commission Work Plan.** See attachment. Last month, the HRC solidified their work plan for the upcoming year(s). They selected three goals and four corresponding strategies. This is provided to you as an informational resource.

**8. Planning Department 2020 Priorities.** See attachment. This document provides a list of the Planning Department's 2020 priorities with short descriptions of what the project is and how individual commission members can become involved if they desire.



## ENDING HOMELESSNESS THROUGH

# Landlord Risk Mitigation

The FM Coalition to End Homelessness launched a Landlord Risk Mitigation Fund (LRMF) in 2014 to encourage property managers and landlords to rent to people experiencing homelessness. The fund is a chance for people with housing barriers to have stable housing. Landlords and property managers who agree to rent to people in the program can recoup funds lost due to unpaid rent or excessive damage to units. The program is formal partnership between housing providers, service providers, and persons with barriers to housing. The applications come with agency recommendations and prospective tenants are partnered with a support services worker. The support services worker acts as a communication bridge between landlord and tenant. Landlords who opt into the fund are covered for physical and operational costs of up to \$3,000 for up to two years. If problems occur there is opportunity for free mediation services through the local Community Action Agencies.

*The FM Coalition's Landlord Risk Mitigation Fund Advisory Board makes all acceptance and denial decisions. Participation requirements are listed below. **Some of this info is in process of being updated to align with recent program updates — the current forms have accurate corrections on them.***

### HOW TO APPLY FOR THE LANDLORD RISK MITIGATION FUND

1. Service provider agency must be a current member of the FM Coalition.
2. Service worker or case manager determines a client would be a good fit for the program
3. The service worker complete the Application Form & Agreement.
4. Applicant agrees to receive on-going housing case management for the time in the fund
5. Service worker agrees to provide up to two years of housing case management
6. Service worker emails the application to the Coalition noting LRMF application in the SUBJECT line
7. Upon approval of the application by the advisory committee, the service
8. Worker receives a certificate of acceptance that includes the tenant's name, the start date of the certificate (good for 90 days and eligible for renewal is housing isn't secured by that time), and listing special requirements of the advisory committee, if any.
9. Client and service worker locate a landlord or property manager willing to rent to the client within the rules of the LRMF Program.
10. Service worker or client provide the landlord with a copy of the certificate and provides the landlord's contact information to the Coalition



## Forms and Resources

[Application Form & Agreement](#)

[Landlord Info & Program Agreement](#)

[LRMF Quarterly Report](#)

### Claim Packet

(For claim packet/info, contact service provider or Coalition office.)

Current forms are labeled: v1.13.2020

## Frequently Asked Questions

## CONSUMER (TENANT) LEASING PROCESS

- Once the client has signed a lease agreement, the client or Service worker notify the Coalition of successful rental and the property manager's information by submitting a copy of the lease and the check-in inspection form to the Coalition.
- The service worker provides on-going housing case management for the time the Consumer (Tenant) is in the program (up to two years). See Housing Case Management Expectations below.
- The Coalition staff will track who is enrolled in the program, claims made against the fund, and participation of landlords/property managers.

## HOUSING SUPPORTIVE SERVICES EXPECTATIONS

- The service worker agrees to follow the tenant for the length of time the tenant is enrolled in the LRMF program (up to two years). (Enrollment in the fund can be discontinued by the tenant at any time but this MUST be conveyed to the service worker and the coalition.)
- The service worker agrees to help the consumer/client find housing; explaining the program and its benefits and referring the Landlord to the website or the Coalition if more information is needed.
- The service worker agrees to do the check-in inventory with the tenant and to take photographs of existing damage.

## LANDLORD EXPECTATIONS

- Sign a lease with the tenant and provide a copy of the lease to the tenant, the support services worker, and the FM Coalition staff person.
- Make and keep a copy of the tenant's LRMF certificate.
- If tenant defaults on lease or damages the property in excess of the damage deposit, contact the support services worker (aka housing case manager) and the FM Coalition for Homeless Persons to file a claim.

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Keep up-to date on what is going on in the work to end homelessness. This newsletter shares information with our wider community about importance issues of advocacy and the progress we are making to make

# LRMF Frequently Asked Questions

## FAQs For Landlords and Property Managers

**Q: If the landlord has a concern about a tenant's rent payment, behavior, lease agreement or any other issue, who should the landlord talk to first?**

A: The landlord should first contact the tenant directly and explain the issue, thus resolving the concern. If the landlord is unable to reach a resolution, he or she should contact the tenant's supportive service worker to further discuss the issue. The supportive service worker will then work with the landlord and the tenant in trying to find a solution to the problem.

**Q: If mediation is needed between a landlord and a tenant, what steps does the landlord need to take?**

A: The landlord should first contact the tenant's supportive service worker. The supportive service worker will connect with the tenant and the landlord to assist in finding the root of the problem and aid in resolving any issues. If the concerns are still apparent and the supportive service worker is unable to help with resolution, please contact the FM Coalition by Email or call 701-936-7171 and we can help set up the use of free mediation services through partner services.

**Q: Once a landlord accepts a participant of the program, are they placed on any public lists?**

A: No, all information regarding the rental agency and landlord is held confidential.

If a landlord is interested in renting to another LRMF participant, please contact the Coalition by calling 701-936-7171.

**Q: In what circumstances does a landlord receive reimbursement from the fund?**

A: The landlord only receives reimbursement (up to \$3000) from the fund if a tenant violates the lease by abandoning the unit or causing damage above and beyond the damage deposit within their first two years of

residency. The landlord first pursues recompense from the tenant (with help of the supportive service worker) and then applies to the fund for reimbursement. Damages and infestations must be documented. The fund will NOT cover late rent payments while the tenant is still residing in the unit. It will only reimburse a maximum of two late rent payments if the tenant is evicted or if the tenant abandons the unit. Any late rent issues should be addressed with the supportive service worker as soon as possible. Please visit the Coalition website at [fmhomless.org](http://fmhomless.org) for a complete description of the program policies and procedures.

**Q: What types of services do the supportive service workers (SSW) provide?**

A: The SSW is responsible for assisting the tenant/household with check-in to ensure the tenant has the necessary information needed for housing success. The SSW must complete monthly visits with the tenant/household but can provide as many visits as needed. These visits may include assistance in budgeting and finance, cooking, cleaning, apartment etiquette, or any other life skills needed to be a successful renter. The SSW is also responsible for checking in with the landlord at least quarterly to ensure the renting process is running smoothly. The SSW agrees to follow the tenant/household for the length of time the tenant is enrolled in the LRMF program (up to two years).

## FAQs for Support Services and Participants

**Q: Are the tenants responsible for directly contacting the landlord or does the FM Coalition find a landlord and then connect landlord and tenant?**

A: At this time, the potential tenant is responsible for locating a landlord with the support and assistance of the case manager. The Coalition director is willing to speak with potential landlords, if needed. As the program grows we hope to be able to help provide matches.

**Q: Are homeless individuals with a criminal backgrounds and felonies eligible for this program?**

A: Yes. Length of time since incarceration is requested on the application form.

**Q: After the two years does the case manager still work with the tenant?**

A: That would be negotiated between the case manager and the tenant. The fund is only available for two years.

**Q: How frequently does the tenant have to meet with their case manager?**

A: That depends on how long the tenant has been housed and how they are managing that housing. For the first three to six months, weekly or monthly site visits are expected. The Tenant is expected to comply with the site visit scheduled they plan with the Case Manager.

**Q: Once one fills out an application where are the applications sent to be reviewed?**

A: They are sent to the Coalition. The applications are processed and forwarded to the advisory committee for a decision. The process usually takes about a week.

**Q: Does the Coalition already have a list of landlords that are willing to participate in this program?**

A: No. We do not supply names of landlords nor do we divulge names of tenants. As the program becomes more established we hope to be able to help match tenants and landlords.

**Q: Do you have to be staying at a shelter to obtain an agency recommendation in the application process?**

A: No, you have to have a willing case manager, be in need of new housing and be at risk of homelessness without the support of the program. (You cannot apply for a unit you have already leased.)

**Q: Are expectations of landlord and tenants going to be unison across all participants in this program?**

A: No, each is a case by case agreement.

**Q: Once a landlord agrees to participate are they put on a lenient landlord list?**

A: No, that information is held confidential.

**Q: Does the landlord have a say in who their tenant is?**

A: Yes, the landlord always has the right to refuse to rent to someone. However, if the landlord agrees to participate in the program, they are agreeing to waive some of their rules (e.g., no past evictions or no past felonies) FOR THE ENROLLED HOUSEHOLD ONLY. They are also agreeing to pursue mediation and case management intervention before moving to evict if there are issues other than abandonment of the unit. NOTE: The tenant household should be asked to keep their participation in the program confidential as well.

**Q: How does the landlord receive the money from the Coalition? Do they receive \$1,500 in a check all at once each year?**

A: The landlord only receives money from the fund if a tenant violates by lease by abandoning the unit or causing damage above and beyond the damage deposit. The landlord first pursues recompense from the tenant (with the help of the case manager) and then applies to the fund for reimbursement, not to exceed \$3,000. Damages and insect infestations must be documented.

**Q: Who is more likely to be accepted into this program first? Is there an order of preference?**

A: Applications are processed as they are received until such time as that becomes unwieldy, at which time applications would be processed based on VISPDAT scores (vulnerability).

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**Backstory on “Woman in Blanket” (1989) provided by artist Randy Hayes**

For several years I photographed terrain races on reservations in eastern Oregon and Washington.

They were difficult to find out about and difficult to locate. I had heard there were races near Nespelem, Washington

on the Colville Reservation. I had been to Nespelem once before to find the grave of Chief Joseph of the Nez Perce tribe.

Because there were no signs about the race I stopped at a crossroads and waited for a horse trailer to pass by. I followed the trailer to a large flat plateau.

It was cool and rainy Often I am more interested in the moment before an event than the event itself. I was taken with the people standing around waiting

for the races to begin and especially the young man in black and the young woman wrapped in a blanket with an image of a horse on it.

I made a much smaller version of this image. I believe it belongs to a collector in Portland, Oregon

I hope this helps. Please let me know if you have any more questions.

Randy

# HRC 2020 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



# 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.

# 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.

# 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.

# 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.

## 2020 Planning Department Framework

### Mayor's Top 5 Goals for 2020

1. Creating an Engaged Community
2. Promoting Smart Growth
3. Continuing to Operate as the Regional Leader
4. Ensuring a Safe City for Everyone
5. Maintaining Nationally Recognized Service Excellence

Planning Department Priorities for 2020 – These priorities are drafted based on work in progress or priorities that city staff are leading based on partnerships or community-wide impact.

#### 1. Inclusion Plan

A welcoming and belonging-visioning plan that is created and adopted by year end 2021. The welcoming plan serves as a strategic plan for confirming a holistic embracement towards citizen belonging and inclusion. This project is heavily funded by the Kresge Foundation, Bush Foundation and is influenced by lessons learned from The Fargo Project.

Ways To Be Involved:

- 1) Sit on steering committee and provide a committee and personal perspective.
- 2) Help publicize when necessary and conduct community outreach.
- 3) Outreach through spheres of influence.
- 4) Bring your perspective in review of documents.

#### 2. Southwest Land Use Plan

This will be a visioning plan that attempts to show how higher density development (in accordance with Go2030 and the State of North Dakota's Main Street Initiative) could be accommodated south of 52nd Ave and east of I-29. This area is unique in that storm water will be regionally collected via open ditches and a small man-made lake (extra large pond). This provides unique recreational opportunities to be incorporated into future development (such as trails along drainage ditches and active park/activity programming of the lake).

Ways to Be Involved:

- 1) Provide feedback for incorporating wide range of citizen voices and criteria in potential recreational plans
- 2) Analyze plan draft and provide feedback from committee and personal perspective.
- 3) Awareness of new development patterns that encourage public spaces and different housing types and land development types.

### **3. Land Development Code Diagnostic and Amendment**

The purpose of the LDC Diagnostic is to provide an in-depth assessment of the quality and effectiveness of the City's development codes, and to identify opportunities for improvement. This study kicked off in September of 2019 and is scheduled to conclude in April of 2020. The LDC Amendment will follow as a result of the Diagnostic's findings.

Ways to Be Involved:

- 1) Analyze and provide feedback on report's findings to be published in four months.
- 2) Participate in the ongoing public engagement process to amend the code as necessary (an anticipated year-long process through 2021).

### **4. Downtown InFocus Plan Implementation**

The 2018 [Downtown InFocus Plan](#) is a comprehensive guidebook for the City of Fargo, Downtown residents, Downtown investors, and advocates to ensure a vibrant future for this neighborhood and place of destination. This guide is made up of 7 specific goals. Each of these goals is an intensive community collaborative with the goal towards implementation. This is a 15 year implementation plan.

Ways To Be Involved:

- 1) Participate in the identified goals and strategies of the plan.
- 2) Identify areas of interest and collaborate with other interest groups.
- 3) Awareness of community initiatives and advocate messaging; such as, safety, housing, arts, equity, etc.

### **5. Improved governance organization cohesion of boards and commissions**

The Planning Department manages about a dozen boards and commissions, (approximately half of the City of Fargo's boards and commissions) all of which use a slightly different set of bylaws, work structure, appointment process, etc. To improve consistency and clarity, staff seeks to identify processes that would work universally as well as to define work plans for commissions that fit within one unified work plan for the entire department in order to make greater impact and build larger awareness among community members as well as to identify stronger advisory messaging for our elected officials.

Ways to Be Involved:

- 1) Communicate to staff what is or is not working with current commission processes and structures
- 2) Recommend improvements to processes and structures
- 3) Identify ways you would like to be involved and communicate and coordinate with the chair.
- 4) Participate in work plan development
- 5) Understand local governance resources, laws and ordinances

## **6. 2020 Census**

Through involvement with the Complete Count Committee, staff is leading efforts to reach hard-to-count populations, with the goal of achieving 100% local participation on Census Day, April 1, 2020. This includes targeted outreach to urban Indigenous people and people experiencing homelessness.

Ways to be involved:

- 1) Help publicize when necessary and conduct community outreach
- 2) Offer feedback on opportunities to connect with hard-to-count populations

## **7. Housing and Urban Development (HUD) impact and overall housing strategies**

The City is conducting a city-wide housing analysis for greater understanding on needs, market and gaps. We seek to further align federal, local and private partnerships for greater documented impact. Ultimately a housing strategic plan will be developed.

Ways to Be Involved:

- 1) Analyze and provide feedback on annual applications for HUD funding.
- 2) Conduct outreach with organizations that meet criteria for HUD funding to expand and diversify the pool of applicants.
- 3) Advocate for continued federal funding of HUD programs.
- 4) Identify housing challenges in our community.
- 5) Understand where inequities exist.

## **8. Fargo 2020-2024 Consolidated Plan – HUD (CDBG and HOME)**

The City's 2020-2024 Consolidated Plan for Housing and Community Development, mandated by HUD, examines the demographic and economic status of the community, evaluates the housing market, and looks at needs that exist in the homeless, special needs, housing and community development issue areas. It relies on data and public input. It provides a strategic plan for how to spend the City's anticipated CDBG and HOME funds.

Ways to be involved:

- 1) Analyze and provide feedback on Analysis of Impediments to Fair Housing
- 2) Analyze and provide feedback on drafts of plan during upcoming comment periods

## **9. Sweat lodge operations and improvements**

To ensure consistency and safety of participants of the City's sweat lodge, staff is collaborating with stakeholders to understand the ideal vision for the sweat lodge and what would be the best structure to oversee it long-term.

Ways To Be Involved:

- 1) Demonstrate support for NAC and staff in their efforts to improve the sweat lodge.
- 2) Participate in community conversations
- 3) Advocate for good and clear messaging
- 4) Bridging the spiritual knowledge

## **10. Core Neighborhood Plan**

The City of Fargo is working with its consultant, *czb*, to develop a Core Neighborhoods Master Plan over the course of the 2020 calendar year. The Core Neighborhoods Master Plan develops a strategic plan for the nine neighborhoods surrounding downtown, focusing on housing and quality of life issues.

Ways to Be Involved:

- 1) Sit on steering committee and provide a committee and personal perspective.
- 2) Participate in public meetings
- 3) Review and comment on prepared documents for accuracy

## **11. Mid-America Steel Clean Up Plan**

The City acquired the Mid-America Steel site in 2019 and is currently using a federal EPA brownfield grant to determine the amount of contaminants on the site due to its past usage as a steel manufacturing plant. Once we understand how much and what type of contaminants there are, the City can determine the best use for the property moving forward. In 2020 the City will be working with the community to build a vision for the future use of this site, pulling from the Downtown InFocus study as a place to start.

Ways to Be Involved:

- 1) Participate in evaluating proposals for redevelopment of the site providing an equity perspective.
- 2) Participate in public meetings
- 3) Provide comments of documents

## **12. Public Art Capital Project**

In an effort to integrate public art with public infrastructure, the Arts and Culture Commission is soliciting art projects to incorporate into a light installation piece along a gateway, common place, or passage in Fargo, by the end of 2020. Similarly, the ACC lead the [Utility Box Project](#), in which artists used city infrastructure as a public canvas for artwork.

Ways to Be Involved:

- 1) Help affirmatively market project and solicit project proposals.
- 2) Recommend criteria for evaluating proposals that promotes equity and respect for diversity
- 3) Provide outreach and communication regarding the project as information becomes available.

## **13. Artist integration into infrastructure**

In planning and designing public infrastructure, the Planning Department is working with city leaders and artists for more integrating in outreach and influence on meaningful ways for community input.

Ways to Be Involved:

- 1) Help spread the word when call for artists and other infrastructure and public projects come forward.



- 2) Share ideas and opportunities

#### **14. Parking facilities strategic plan**

In collaboration with Parking Commission and related stakeholders, the City will create a strategy for maintenance and utilizing existing City-owned parking facilities in the Downtown area to maximum capacity. This may include, but is not limited to, increasing awareness of the location and availability of existing parking facilities.

Ways to Be Involved:

- 1) Provide feedback on parking's influence on equity issues and transit access as plan is created; encourage the inclusion of people who may be forgotten stakeholders at the table

#### **15. Single Room Occupancy (SRO) Drop-in Center conversion**

Currently a building with 22 SRO units, this building is in a prime location to be converted to a drop-in center and additional housing units. A drop-in center has been increasingly deemed necessary for downtown area, to provide a refuge during daytime and connect people with housing, medical care, employment services, counseling, etc.

Ways to Be Involved:

- 1) Public input and outreach as opportunities become available.

#### **16. Housing Projects: 7<sup>th</sup> St N and 13<sup>th</sup> Ave S**

The City is seeking development proposals for new housing projects.

Ways to Be Involved:

- 1) Awareness of policies related to housing access.

#### **17. Lashkowitz High Rise**

Based on Fargo Housing and Redevelopment Authority's full analysis of the site, the Planning Department will be involved in the redevelopment or disposition of the current site of the Lashkowitz High Rise, 101 2<sup>nd</sup> St S. It is anticipated to reallocate the units elsewhere. The High Rise currently contains 247 units, and tenants are in need of vouchers or relocation assistance.

Ways to Be Involved:

- 1) Awareness of housing project disruption and continuity of housing needs.
- 2) As new proposals come forward, share input related to committee or personal experiences and priorities.