

## **MEMORANDUM**

**TO:** Fargo Human Relations Commission

**FROM:** Catlyn Christie, Assistant Planner

**DATE:** July 9, 2021

**RE:** Human Relations Commission Meeting on July 15, 2021

The next meeting of the Fargo Human Relations Commission will be held on Thursday, July 15, 2021 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 15, 2021 at 12:00 p.m. Commission Chambers**

#### **AGENDA**

1. Welcome & Introductions
2. Approve or Amend Agenda .....Action Item
3. Approve or Amend Minutes.....Action Item
4. Public Comment – Citizens to be Heard
5. Announcements
6. Staff Updates
7. Adjourn for work group meetings

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.

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

**Regular Meeting:**

**Thursday, June 17, 2021**

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 17, 2021.

The Human Relations Commissioners present or absent were as follows:

Present: Matuor Alier, Barry Nelson, Hamida Dakane, Cody Severson, Ahmed Shiil, Carolyn Becraft, Laetitia Hellerud

Absent: Cheryl Schaeffe, Abdiwali Sharif-Abdinasir

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

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

### **Item 2. Approve Order of Agenda**

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

### **Item 3. Approve Order of Minutes**

Member Nelson moved the minutes of the May 20, 2021 Human Relations Commission meeting be approved as presented. Second by Member Shiil. All Members present voted aye and the motion was declared carried.

### **Item 4. Public Comment**

Faith Dixon and Victoria Johnson addressed the Commission Members sharing concerns regarding reappointment of Members and wanting to see new faces and perspective represented, Member term limits, and changing the meeting time to accommodate public attendance.

Member Hellerud present.

Ms. Dixon also shared that Saturday, June 19, there will be a Juneteenth Celebration held at Lindenwood Park from 12:00 p.m. to 7:00 p.m.

### **Item 5. Executive Committee Elections**

Member Schaeffe moved Member Alier be elected as Chair of the Human Relations Commission. Second by Member Nelson. All Members present voted aye and the motion was declared carried.

Member Becraft moved Member Severson be elected as Vice Chair of the Human Relations Commission. Second by Member Shiil. All Members present voted aye and the motion was declared carried.

**Item 6. Approve Bylaws**

Chair Alier noted the bylaws are included in the packet for Board Members review.

Member Nelson inquired about the expansion of the number of Board Members on the Human Relations Commission.

Planning and Development Director Nicole Crutchfield stated the ordinance was approved, and work is being done to see where the representation gaps are on the Board. She provided a background on the Board application process.

Member Becraft moved to approve the bylaws as presented. Second by Member Severson. All Members present voted aye and the motion was declared carried.

**Item 7. Subcommittee Reports**

Member Becraft spoke on behalf of Work Group #1. She noted a survey has been developed for distribution to organizations in the community to obtain input to see what the issues are, and how organizations are working through them.

Member Shiil moved to support City of Fargo staff and Work Group #1, to administrate a survey similar to the one included in the packet. Second by Member Dakane. All Members present voted aye and the motion was declared carried.

Member Nelson acknowledged that this survey would coincide with the work of the Fargo Youth Initiative, presented at the May Human Relations Commission meeting.

Work Group #2 did not provide any updates.

Member Nelson spoke on behalf of Work Group #3 and noted they have two recommended action items.

Member Nelson moved to focus on internal assessment within the City of Fargo as an organization before focusing on external community needs and strategies. Second by Member Becraft. All Members present voted aye and the motion was declared carried.

Discussion was held on if the assessment means have been determined, and if the assessment would be looking at hiring practices.

Member Nelson moved to support Faith4Hope's Juneteenth event and Pride in the Park in 2021, as part of the City of Fargo's goals for promoting inclusion and community relations. Second by Member Becraft. All Members present voted aye and the motion was declared carried.

**Item 8. Announcements**

No announcements were provided.

**Item 9. Staff Updates**

Assistant Planner Catlyn Christie stated the Juneteenth celebration will be held on Saturday, and all Board Members are welcome to help staff the booth throughout the day.

Fargo Police Chief Dave Zibolski provided an update on traffic stop demographic data.

Discussion was held on procedures to collect data, and continuing the transparency of sharing this information. Board Members thanked the Chief for the update and noted the information is a good starting place.

Member Nelson provided an update on the Bias Hate Crimes Ordinances and noted the final hearing at the City Commission will be June 28.

Chair Alier shared that ESHARA will be hosting an event for World Refugees Day on June 25 at Rheault Farm.

Member Shiil shared there will be a FM Welcome event on July 23 hosted by the EDC.

**Item 10. Adjourn**

The time at adjournment was 12:40 p.m.

## MEMORANDUM

**TO:** Fargo Human Relations Commission

**FROM:** Catlyn Christie, Assistant Planner

**DATE:** July 8, 2021

**RE:** Meeting Report

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*As a reminder, the goal of this meeting is for a 30 minute business meeting and to allow for public comment and then to break out into 3 workgroup meetings. The break out meeting are to be conducted within the commission chambers and will each be supported by one staff person.*

**Item 1. Welcome & Introductions**

Chair Matuor Alier will call the meeting to order.

**Item 2. Approve or Amend Agenda**

Chair Alier will seek a motion to approve or amend the agenda.

Recommended Motion: To approve the July 15, 2021 agenda.

**Item 3. Approve or Amend Minutes**

Chair Alier will seek a motion to approve or amend the minutes of the June 17, 2021 Human Relations Commission meeting.

Recommended Motion: To approve the minutes of the June 17, 2021 meeting.

**Item 4. Public Comment – Citizens to be Heard**

Chair Alier will open the floor to public comment. Speakers must state their name and will be limited to two minutes. Comments should not contain profanity or personal attacks. At the chair's discretion, an overall time limit may be placed on this agenda item. If time permits, the chair may choose to call on staff or liaisons to engage in dialog about any of the public comments received.

**Item 5. Announcements**

Chair Alier will open the floor for any announcements from HRC members.

**Item 6. Staff Updates**

This time is made available for any questions for staff or updates to be provided by other departments.

**Item 7. Adjourn for workgroup meetings**

Upon no further business, Chair Alier will adjourn the meeting. After adjourning, work groups will use the remaining time to meet in their subcommittees. Space will be made for each group to meet independently. A staff member will attend the subcommittee to be a resource for any questions you may have.

## **MEMORANDUM**

**TO:** Fargo Human Relations Commission

**FROM:** Catlyn Christie, Assistant Planner

**DATE:** July 9, 2021

**RE:** Staff Report

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

### **1. Local COVID-19 Response**

Planning staff continues to administer funding for several Covid-19 activities, including:

- Rental assistance program operated by SENDCAA and Presentation Partners in Housing. To get connected to program, call 2-1-1.
- High Plains Fair Housing Eviction Prevention program
- Family HealthCare Mobile Homeless Health Services
- Extra shelter beds for quarantine/isolation, social distancing, and overflow at the Gladys Ray Shelter Engagement Center, Churches United, and New Life Center

Fargo Cass Public Health is conducting walk-in COVID-19 vaccine clinics each Tuesday from noon – 6 pm at its main location of 1240 25th Street South, Fargo. Both Pfizer and Johnson & Johnson vaccine will be available. While these are walk-in clinics, appointments are encouraged to streamline the registration process. Specific clinic information, including links to make an appointment, are available at: <https://fargond.gov/city-government/departments/fargo-cass-public-health/coronavirus-disease-2019-covid-19/covid-19-vaccine>. As of June 8, Fargo Cass Public Health has administered 163,185 doses of COVID-19 vaccine. Residents are strongly encouraged to get the COVID-19 vaccine to protect themselves, family and friends.

### **2. Federal Housing and Urban Development Programs**

On June 28, the City Commission approved the 2021 Action Plan for the City's Community Development Block Grant (CDBG) and HOME Investment Partnership Program (HOME) programming and authorized submittal to the U.S. Department of Housing and Development. The plan is available at <https://fargond.gov/city-government/departments/planning-development/plans-studies>.

The City of Fargo is currently considering amendments to Department of Housing and Urban Development (HUD) Community Development Block Grant (CDBG) and HOME Investment Partnerships Program (HOME) activities within the 2019 and 2020 Action Plans, as well as the City's Citizen Participation Plan.

All citizens are welcome to submit comments at any time during the public comment period or at the public hearing. The public comment period runs from June 24 through July 26, 2021, with a public hearing and final consideration scheduled at the July 26 City Commission meeting. A recommendation regarding these actions will be forwarded to HUD for their consideration and approval.

For more information, [view the full public notice](#) published in The Forum newspaper on June 23, 2021. For translation services on the public notice, draft plan and/or proposed amendments, contact City of Fargo at 701.241.1474. Communications will be received during the public comment period through July 26, 2021 and should be directed to either The Department of Planning & Development or by calling 701.476.4144.

### **3. Human Relations Commission Application**

Residents are encouraged to apply for appointment to the City of Fargo's Human Relations Commission by visiting [www.FargoND.gov/GettingInvolved](http://www.FargoND.gov/GettingInvolved). Applications will begin to be reviewed on July 22 and applying before that date is encouraged and appreciated.

### **4. Discrimination Complaint Process Survey for Organizations**

The City and HRC Work Group #1 have launched their discrimination complaint process survey, directed to any local organizations that may receive or make referrals for discrimination-related complaints and/or offer recourse services directly. Organizations who fit this description are asked to complete the survey by July 30, found here: <https://www.surveymonkey.com/r/2V7GXB7>.

### **5. City of Fargo Director of Diversity, Equity, and Inclusion**

Dr. Terry Hogan started in his role as Fargo's first Director of Diversity, Equity and Inclusion on July

6. Stay tuned for more information on his plans and opportunities for collaboration.

### **6. Juneteenth Freedom Celebration**

The City of Fargo successfully hosted a booth at Faith4Hope's first annual Juneteenth Freedom Celebration, which had over 2,000 people in attendance.

### **6. Pride in the Park**

The City of Fargo will provide a sponsorship of \$1,500 for this year's FM Pride celebration, which includes an advertisement in the Pride Guide, logo on volunteer and Pride 5K t-shirts, and a table at Pride in the Park. The Pride in the Park event will be August 14 from 11am-4pm at Island Park. HRC commission members are invited to run the booth alongside other City departments and commissions. Contact Catlyn to indicate your interest and availability, [CChristie@FargoND.gov](mailto:CChristie@FargoND.gov).

### **7. Bias Crime Ordinance**

On June 28, the City Commission voted 3-2 to adopt ordinances pertaining to hate crimes relating to criminal mischief, harassment, and simple assault, a.k.a. ordinances relating to public safety, morals, and welfare. Proposed penalty for violation of these three ordinances is a Class B misdemeanor. These ordinances are effective immediately.

### **8. Fargo Police Department**

A representative will provide updates from the Fargo Police Department.

### **9. Fargo Fire Department**

Fargo Fire is hiring this fall and is offering firefighter recruitment and orientation opportunities prior to testing to give candidates an opportunity to understand the job and to help them preform at their best during the testing process. Attached is the flyer for orientation days. Interested parties should contact Jamie Garvey at [jgarvey@fargond.gov](mailto:jgarvey@fargond.gov) or 701-241-8135. Leave your email address and a phone number in any messages. Feedback from the Commissioners is welcomed to help us become more successful in our recruitment.

# Recruitment and Orientation

**Are you Fargo's next firefighter?**

*You could be.*



## What is your reason to apply?

**Rewarding- Exciting- Challenging- Benefits- Pride- Teamwork-  
Personal Growth- Career Advancement Opportunities**

Fargo Fire Firefighter recruitment and orientation days:

Dates, times, location, and registration:

September 11 at 1:00 P.M. and September 16 at 7:00 P.M.

At Station #6 – 4630 15 Ave N, Fargo ND

Register by emailing your name and phone number to  
[jgarvey@fargond.gov](mailto:jgarvey@fargond.gov)

This event is intended to orientate you to life in the fire service, our hiring process, and let you ask questions.