



City of Northfield

City Hall
801 Washington Street
Northfield, MN 55057
northfieldmn.gov

Meeting Minutes - Draft Human Rights Commission

Wednesday, October 26, 2022

6:00 PM

Council Chambers

6:00 PM - REGULAR AGENDA CALL TO ORDER AND ROLL CALL

Vice Chair Wale called the Human Rights Commission (HRC) Meeting to order at 6:00 PM.

Present: 5 - Glenda Orrego, Bruce Morlan, Matthew Lovick, Adam Wale and Ana George

Absent: 3 - Veronica Gamino, Barb Wornson and Jennie Eubank

ALSO PRESENT

Advisory Members Lucy Gonzalez Miron, Mar Valdecantos; Youth Representative Sarah Ripka; Tom Baraniak, School Board Representative; City Administrator Ben Martig; Claudia Garcia, Staff Liaison

ABSENT

Youth Representatives Aidyn Plasch, Martin Rosas

APPROVAL OF AGENDA

Motion by Commissioner Morlan, second by Commissioner Lovick, to approve the October 26, 2022 Meeting Agenda. Motion carried by the following vote:

Yes: 5 - Orrego, Morlan, Lovick, Wale and George

APPROVAL OF MINUTES

1. [22-682](#) August 24, 2022 HRC Meeting Minutes

Attachments: [08-24-2022 HRC Meeting Minutes Draft](#)

Motion by Commissioner Morlan, second by Commissioner Lovick, to approve the Minutes of the August 24, 2022 Meeting. Motion carried by the following vote:

Yes: 5 - Orrego, Morlan, Lovick, Wale and George

PUBLIC COMMENTS

None

PRESENTATIONS

2. [22-683](#) Presentation from Department of Human Rights.

Advisory Member Valdecantos arrived at 6:07 p.m.

Staff Liaison Garcia introduced Maria Rodriguez-Dively and Scott Beutel from the Minnesota Department of Human Rights (MN DHR).

Rodriguez-Dively and Beutel gave a PowerPoint presentation, which defined the MN DHR as the MN Civil Rights Agency charged with upholding the civil rights of Minnesotans by enforcing the Minnesota Human Rights Act (MN HRA), developed in 1967. Staff Liaison Garcia has a copy of the presentation.

MN DHR provides a chart which shows how the Act protects all Minnesotans from discrimination based on protected classes, which include race, sex, religion disability, age and sexual orientation, and areas of protection. The presenters described the process of reporting discrimination and filing a complaint. Individuals can go on-line to: mn.gov/mdhr or call the Discrimination Helpline at 1-833-454-0148; translation/ interpretation services are available. The presenters provided some examples of cases on which the MN DHR has worked.

The MN DHR works with MN councils and commissions on issues related to diversity and inclusion. MN DHR provides education and outreach through Know Your Civil Rights presentations, statewide events, community fairs and tabling, publications and technical assistance. MN DHR hosts regular meetings with local commissions to provide opportunities to network, create best practices, learn about each other's work, and identify opportunities for partnerships. If interested in participating in these meetings, contact Maria Rodriguez-Dively at maria.rodriguez-dively@state.mn.us.

Local Human Rights Commissions can encourage individuals to report to the MN DHR if they experienced or witnessed discrimination or bias. A one-year statute of limitations applies to file a complaint. Complainants must be 18 years of age to file a report.

Commission members posed several questions and thanked Rodriguez-Dively and Beutel for their time.

STAFF UPDATES

3. [22-684](#) Staff Report.

Attachments: [3 - NREEC DEI Training Flier](#)

Staff Liaison Garcia reviewed the Staff Report. Of particular note:

- * Racial Equity Core Team is planning for DEI training, mandatory for city staff.*
- * Hispanic Heritage Celebration was held on September 17th; the event went well.*
- * Updating the HRC webpage on the City Website*
- * Localist, a Community Events Calendar, available through the City of Northfield website and at: <https://events.northfieldmn.gov>, has been established for public use.*
- * Accessibility Efforts:*
 - * Recording and Live Streaming all Boards and Commissions Meetings*
 - * Cultural & Language Training: <<https://www.northfieldmn.gov/1297/LanguageLine>>*
 - * National Disability Employment Awareness Celebration Zoom Event*
 - * NPB Charter and Spectrum Channels 180 & 187*
 - * New Video released on NPB and YouTube: The Dakota 38 and the American Dream, a presentation by Todd Finney, through the Rice County Historical Society.*

NEW BUSINESS

UNFINISHED BUSINESS**4. [22-685](#)** Election of Human Rights Commission Chair Due to Vacancy.

Due to the resignation of the HRC Chair, the HRC will need to elect a new Chair. Only voting members may hold office as Chair, Vice Chair and Secretary. Youth members are not eligible to be elected as officers.

Vice Chair Wale announced that nominations are open for the position of Chair. Motion by Commissioner Orrego to table nominations until the November meeting, indicating that members not present should have a vote in this matter. Commissioner Morlan agreed more members should be present to vote. Advisory Member Valdecantos said there will be new members at the January meeting; Garcia stated they would invite new members to attend the November and December meetings.

Garcia indicated that, if the HRC membership does not vote in a new Chair, Commissioner Wale would be Acting Chair through December 2022, at which time members will vote on officers for the HRC.

Motion by Commissioner Orrego, second by Commissioner Morlan, to table nominations and election of Chair until the January 2023 meeting. Motion carried by the following vote:

Yes: 5 - Orrego, Morlan, Lovick, Wale and George

5. [22-686](#) Refinement and Prioritization of Human Rights Commission Work Plan for 2023

Attachments: [1 - Northfield Human Rights Commission \(2021-2024 Strategic Work Plan\)DRAFT](#)
[2 - The Annual Picnic Background in English](#)
[3 - Northfield Racial Equity Action Plan ADOPTED 07212020](#)
[4 - Protections Chart 2 21 tcm1061-467172](#)

The role of the Human Rights Commission (HRC) is to advance anti-discrimination efforts under protection of the State Human Rights Act. The City Council has identified Diversity, Equity and Inclusion, with priority around race equity. The HRC work should consider this priority area and how the commission can collaboratively advance the goals of the City Council in this area.

Motion by Commissioner Lovick, second by Commissioner Orrego, to table consideration of the HRC Work Plan until Commissioners have reviewed the Work Plan and are present. Discussion followed. Motion carried by the following vote:

Yes: 5 - Orrego, Morlan, Lovick, Wale and George

6. [22-687](#) Consideration of establishment of subcommittees.

Staff is requesting the HRC create subcommittees for each celebration to work on planning, strategy, communications, public engagement and logistics. Subcommittees can have no more than three voting members at each meeting; non-voting members can attend and would not be considered in the count. Subcommittees will meet as needed, then report to the full Commission for formal decision-making.

Following are celebrations in which the HRC partners and for which subcommittees are needed:

- Martin Luther King Jr. Celebration - Monday, January 16, 2023, event to be held at Emmaus Baptist Church; will need to begin planning as soon as possible: theme, music, program, Human Rights Award is given; must also get word out to the community to ask for nominations for the Human Rights Award.*
- Pride in the Park - tentatively June 2, 2023, Garcia will confirm the date.*
- Hispanic Heritage Celebration - tentatively September 16, 2023, Garcia the date.*
- Community Picnic - the HRC will decide on a date for either June or July.*

Members indicated an interest as follows:

- Martin Luther King Jr. Celebration (MLK) - Commissioner Wale, Advisory Member Gonzalez Miron.*
- Pride in the Park - Youth Representatives George, Ripka.*
- Hispanic Heritage Celebration -*
- Community Picnic -*

Note from Meeting Minutes of August 24, 2022:

- * Commissioner Orrego and Youth Representative Rosas: Hispanic Heritage Celebration.*
- * Commissioner Wornson: MLK Celebration; Hispanic Heritage Celebration.*

Advisory Member Valdecantos indicated they will not be on the Commission after December.

REPORTS FROM COMMISSION MEMBERS AND CHAIR

Commissioner Morelan - the Rotary Club is working on DEI issues; HRC could coordinate with them.

As the November meeting is currently scheduled the day before Thanksgiving, the Commission will need to choose another date. Garcia indicated that there is limited availability of the City Council Chambers.

Motion by Commissioner Lovick, second by Commissioner Orrego, to move the November meeting to a date between November 14th - 18th, depending on room availability. Motion carried by the following vote:

Yes: 5 - Orrego, Morlan, Lovick, Wale and George

ADJOURNMENT

Motion by Commissioner Lovick, second by Commissioner Morlan, to adjourn at 8:00 PM. Motion carried by the following vote:

Yes: 5 - Orrego, Morlan, Lovick, Wale and George