



## Northfield Human Rights Commission MEETING MINUTES RECORD

**DRAFT**

**Meeting:** Human Rights Commission

**Date:** 10/12/2017      **Location:** City Hall      **Start Time:** 7:02 PM      **Adjourn Time:** 9:44 PM

**Members present:** Richard deBeau, Mar Valdecantos, Angelique Dietz, Justin London, Shafqat Igbal, Isaac Riggins—Youth Commissioner, Keara Cooney—Youth Commissioner, Siri Hoff—Youth Commissioner

**Members Absent:** Corinne Smith, Eve Webster, Natalie Ponciano Bartolo—Youth Commissioner, Rigoberto Lazaro; Lucy Miron, Irvin Corona—Youth Commissioner

**Liaison Present:** Ben Martig—City Administrator;

**Liaison Absent:** Rob Hardy—Northfield School Board

**Others present:** Mayor Rhonda Pownell, Diana Montero, potential youth commissioner, Terrence Taylor, Carleton student, Fernando Saldivia Yanez, Carleton student

Item	Discussion/Conclusions	Action
Call to Order	Roll call and introduction	Meeting called to order at 7:02 PM A roll call was taken of members present and a quorum was present.
Approval of Agenda	Review	The agenda was approved as presented.
Open Microphone for Residents' to Express Concerns	Carleton students Fernando Saldivia Yanez and Terrence Taylor spoke; they are working with Neighbors United (Mar Valdecantos) to make a video re the Municipal ID Proposal. Relevant contact information was provided to the students	
Approval of Minutes		A motion was made by Dietz and seconded by Hoff to approve the minutes as presented. Motion passed.
<b>Presentation</b>		
	<b>Visit by Dr. Matt Hillman, Northfield Public Schools Superintendent</b>  Reviewed last year's meeting with the HRC; Began with recent curricular revisions that are relevant to the HRC, specifically the "social/emotional" learning program in 6-8th grade, which includes units and goals re listening, discussion, and social interaction. Dr. Hillman noted there are plans to expand to this curriculum to the 9-12th grade). He also noted expanded teaching of Health (additional staff), and the career and college readiness program at the middle school.	

Item	Discussion/Conclusions	Action
	<p>Dr. Hillman next discussed the upcoming bond levy—in part to support staff social workers, psychologists, programs, and other HRC relevant concerns. Capital improvements includ Greenvale park, to be re-purposed/ dedicated to early childhood education, esp. for under-served students, and enhancements at the HS for career/technical educational spaces.</p> <p>Valdecantos asked re making teachers feel secure/supported enough so that they can tackle difficult issues in their classes. Dr. Hillman acknowledged this as a continuing challenge.</p> <p>The challenges re recruiting and retaining non-majority faculty and staff were discussed. Dietz asked about targeted recruitment for staff diversity. Dr. Hillman responded that this is a broader community problem about making diverse staff feel welcome in Northfield. Would like a broader-based approach involving major Northfield employers.</p> <p>Dietz asked if implicit bias training has been considered or implemented for staff and faculty; not done as of yet but it has been discussed.</p> <p>London asked about demographic breakdown of the students in the district; Dr. Hillman carefully responded with info documentation re breakdown (80.3% white, 13.8% Latino, 2.3% bi-racial, 1.7% AFAM, 1.6% Asian; n.b., 27% on reduced lunch). In re a follow-up, Dr. Hillman noted that this breakdown is not reflected in student courses (e.g., enrollment in AP classes), sports, and other activities. While various initiatives are ongoing for improved academic and extra-curricular engagement, the two largest barriers are often transportation and child care (as older minority students often have to care for younger siblings).</p> <p>Dr. Hillman thanked the HRC for the opportunity to talk to them, and was happy to provide other information/assist with HRC activities.</p>	
<b>Old Business</b>		
	<p><b>Review of Day of Peace Event (9.21.17)</b> Valdecantos reported it was well attended, and</p>	

Item	Discussion/Conclusions	Action
	<p>it went very well.</p> <p><b>Review of Human Rights Summit</b>  Mar and Richard attended, along with Cooney; their consensus was that the Nlfd HRC was already engaged with the issues discussed, is well connected with the Nfld community, and is ahead of the curve relative to other communities.</p> <p>Attendees noted that Rochester and Bloomington MN were model communities for HR activities. Mayor Pownell asked Ben M. re which cities had active and well supported HRCs (re GARE activities). Mayor Pownell suggested (a) visiting Bloomington (for example) and (b) being a leader at a human rights summit (host/develop with others). Mayor Pownell recommended "Building Inclusive Communities" from the League of MN Cities as a resource/materials HRC could consult/discuss at a future meeting. DeBeau suggested we put this on the agenda for next meeting. London mentioned need for city support (administrative and financial) for these sorts of special activities.</p> <p><b>Update on Northfield Municipal ID</b>  Martig gave a summary report re the timeline and progress of the Municipal ID process. Early phases of due diligence have involved an opinion from the city attorney (mostly positive progress), data practice law, confidentiality issues, and requirement(s) for data retention and verification processes. City already has machine that can be used to produce IDs(!). Martig also noted he/city has been thinking about logistics of implementation.</p> <p><b>Update on Latino Business and Economic Development</b>  Due to time spent on other agenda items, the HRC was unable to address this item.</p>	<p>A motion to table the update on Latino Business and Economic development until our November meeting was forwarded by London and seconded by Dietz. Motion passed.</p>
<b>New Business</b>		
	<p><b>Action:</b>  As the meeting was running late, London prosed extending the meeting by 30 minutes</p> <p><b>Action:</b>  In light of the presentation re the Municipal ID by Martig, Mayor Pownell requested a formal</p>	<p>A motion to extend the meeting 30 minutes was forwarded by DeBeau and seconded by Valdecantos. Motion passed.</p> <p>HRC Recommendation  "The Northfield HRC recommends that the</p>

Item	Discussion/Conclusions	Action
	<p>recommendation from the HRC regarding what information might be on the ID, and hence studied by city staff.</p> <p><b>Consideration of Appointments for the MLK Event</b></p> <p>This led to a general discussion of planning process. Progress was made regarding emcees and possible speakers at the event, as well as the process for selecting the human rights award winner. Upon questioning from Mayor Pownell, the HRC clarified that nominations for the award should include both a name as well as short statement re why that person is deserving of the award. DeBeau indicated that he would oversee the nomination process. The entire HRC has embraced the management of the MLK celebration and distributed various tasks amongst the HRC members.</p>	<p>proposed municipal ID include the following items:  Legal Name  Preferred Name  Gender includes "other" option  Date of Birth  Address  Photo  Organ Donor Status"</p> <p>This recommendation was moved by Dietz and seconded by London. Motion passed.</p>
<b>Reports From Commission Members</b>		
	<p>deBeau: None</p> <p>Valdecantos: Still working on workshops for Oral Histories; grant monies pursued, and could be combined with other/future activities. Faribault still working on forming their HRC, but State HRC Lindsey didn't show.</p> <p>Smith: Absent</p> <p>Webster: Absent</p> <p>Miron: Absent</p> <p>Dietz: Monday Nov 6th AD and others are organizing "Democracy Extravanagza" to encourage broader participation in Nfld Boads and comissions. Asked for HRC participation.</p> <p>London: None</p> <p>Ponciano Bartolo:</p> <p>Riggins: None</p> <p>Cooney: Reminded the HRC of the -PAC</p>	

Item	Discussion/Conclusions	Action
	<p>event on Saturday 10.14.17, 3-4pm, a solar garden event.</p> <p>Corona: None</p> <p>Hoff: None</p>	
<b>Report From Liaisons</b>		
	<p>Martig: Reminded the HRC re Board and Comission Training session reminder on Oct. 25th.</p> <p>Hardy: Absent</p>	
<b>Adjourn</b>		
Adjourn the meeting		<p>A motion was made by Valdecantos and simultaneously seconded by all three Youth commission members present to adjourn the meeting at 9:44 PM.</p> <p>Motion passed.</p>
	Thursday, , 2017, at 7:00, in City Hall	

Submitted by: Justin London, Acting HRC Secretary