



**DRAFT**

## Northfield Human Rights Commission MEETING MINUTES RECORD

**Meeting:** Human Rights Commission

**Date:** March 11, 2021    **Location:** Online -Go To Meeting    **Start Time:** 6 PM    **Adjourn Time:** 8:00 PM

**Members present:** ☒ Mar Valdecantos, ☒ Linda Larson, ☒ Barbara Wornson, ☒ Nina Mattson, ☒ Lucy Miron (non-voting advisory member), ☒ Abdullahi Asir, ☒ Veronica Gamino    **NEW MEMBERS:** ☒ Bruce Morlan, ☒ Matthew Lovick

**Absent:** Jonathon Woodyard, , Jennie Eubank

**Youth/Student Representatives present** – ☒ Joseph Ascencio Bravo, ☒ Ella Mayer, ☒ Leaf Pennock, ☒ Grant Bouvin (voting)

**Liaison present:** ☒ Tom Baraniak (School Board Liaison), ☒ Beth Kallestad (City Administration Liaison),

**Absent:**

**Guests:** Matt Hillman, Midori Krieger, Steve and Joan Janusz, Cindy Robinson

Item	Discussion/Conclusions	Action
Welcome new members.		Introductions: Two new members Bruce Morlan, Matt Lovick
Call to Order	Roll call and introduction of agenda.	Barbara Wornson called the meeting to order at 6:08 pm Linda Larson moved to approve the agenda. Veronica Gamino second. Agenda was approved. A roll call was taken of members present and quorum was confirmed.
Approval of Minutes January 14, 2021	Review	Motion: Linda Larson    Second: Nina Mattson The January minutes approved as written.
Public Comment	NONE	
<b>Presentations</b>		
Northfield Public Schools	The Human Rights Commission receives annual update from Northfield Public Schools	Superintendent of Northfield Public Schools, Dr. Matt Hillmann provided his annual update to the HRC on issues related to diversity and equity, cultural competency, and mental health. Highlights included: 1. Continued focus on Racial Equity and to make sure to continue this work in the midst of the pandemic. Using the word “Every” instead of “All” to be more inclusive. Focus areas for the Anti-Racism Framework include: Symbolism, Individual Behavior and System Behavior 2. Renaming of schools: Sibley becomes Spring Creek Elementary starting July 1, 2021. 3. Free and reduced breakfast/lunch programs 4. Increased diversity in Teachers/Staff 5. Equity in technology needs for every student 6. Video conferencing with parents has been very successful 7. Translation of school programming and job postings (done by Mar Valdecantos)
Healthcare for All	The HRC receives a presentation from members of the organization Healthcare for All Minnesota (Northfield Chapter)	Members of Healthcare for All Minnesota (Northfield Chapter) – Midori Krieger, Steve & Joan Janusz and Cindy Robinson shared an introduction to universal health care, the problem with the US Health Care System, Health Policy alternatives, and a draft resolution. The following are some relevant sections of City Code and State Statutes that apply to this topic in relation to the Human Rights Commission’s role:

Item	Discussion/Conclusions	Action
		Human Rights Commission Purpose (Section 2-339 City Code) Benefits of Medicare for All include: 1. Every person is covered. 2. Doctor and hospital access. 3. Pricing Power (power of numbers) 4. Administrative efficiency. 5. Provides lifelong preventative care. 6. Emergency preparedness. 7. Puts small businesses on an equal footing with large ones. Other benefits include: Cost of health care will be reduced. CEO pay and marketing costs will be eliminated and racial and economic disparities of access will be eliminated. REQUEST for HRC to call our Congress representatives to support the current bills for Medicare for all and come back to HRC next month for further discussion and actions.
<b>New Business</b>		
Northfield Reads Speaker Support	.	The grant was received so this is removed from our agenda.
The HRC will review the Racial Equity Profile.		Reviewed and discussed the City of Northfield's Racial Equity Action - Racial Equity Profile to better understand our community, where disparities exist and where there is room for improvement. The format of the profile was based on a version created by Montgomery County, Maryland. In January 2021, Junior and Senior college students from St. Olaf College (under the guidance of Professor Jessica Benson) collected demographic data. Discussed the challenges of understanding the data with only percents given and not actual numbers in the report. Also challenged in clearly understanding correlations between race/ethnicity and the areas measured related to equity of education, healthcare, home ownership, transportation, economic security, mobility, technology and disability status. This may be discussed further at future meetings.
<b>Unfinished Business</b>		
NONE		
<b>Report from Liaisons and HRC Members</b>		
Request for HRC funds		<ul style="list-style-type: none"> <li>Mar Valdecantos requests HRC sponsorship and funds to cover honorarium for speaker, Ramona Keta and money to purchase 2-3 books – <u>Beyond Land Acknowledgement</u> to make copies available for the group continuing to work on Indigenous history in Northfield.</li> </ul> <p>Beth Kallestad will check on this possibility and request for the library to obtain copies to be checked out.</p> <ul style="list-style-type: none"> <li>Request from HRC to get an updated copy of the HRC contact list. Beth Kallestad will send this out to group.</li> </ul>
<b>Staff Updates and Reports</b>		
The HRC receives updates from staff.		<ul style="list-style-type: none"> <li>Staff training, Beyond Diversity 101 (taught by Anne Phibbs from Strategic Diversity Initiative) took place via Zoom on February 24 with 56 participants. A second session of this training will be offered on May 17, 2021. It is a required training for all staff. The training was recorded for staff viewing in the future or for those who were not able to participate.</li> <li>The City of Northfield in collaboration with Northfield Public Schools and Healthy Community Initiative (HCI) held the first gathering of the Northfield Racial &amp; Ethnic Equity Collaborative on February. The target audience is institutional leadership who can help with system change work. There was a lot of interest and 40+ people attended. The group will meet again in March to continue fleshing out their work together.</li> <li>The City has hired Claudia Garcia to work in the Communications Office to provide translation services for City needs. This is a new, part-time position that we are very excited about.</li> </ul>

Item	Discussion/Conclusions	Action
		<ul style="list-style-type: none"> <li>• The Police Policy Task Force has completed its work and given input. The policy manual will be made available on the City website when it is complete. The City also solicited comments and held a public hearing regarding the purchase of body cameras at the March 2 City Council meeting. Final cost and purchasing approval will be reviewed by Council in the near future. Chief Elliott is scheduled to provide an update to the HRC at its May meeting.</li> <li>• The Library continues its work to plan Hispanic Heritage Celebration month. Commissioner Gamino and Beth Kallestad are serving on advisory committee along with others in the community.</li> <li>• The April HRC meeting will include a presentation from staff from the Minnesota Department of Human Rights.</li> </ul>
<b>Adjourn</b>		
Adjourn the meeting		Motion to adjourn at 7:56pm was made by Linda Larson and seconded by Abdullahi Asir. Motion passed.

Next Meeting: Thursday April 8, 2021  
Submitted by Linda Larson, HRC Secretary