

APPROVED MINUTES

Human Rights Commission

Monday, June 15, 2015

5:30 PM

McLeod Conference Room
1800 West Old Shakopee Road

I. PROCEDURAL MATTERS – 5:30 P.M.

- 1.1 **Call to Order and Roll Call** Present: Whitney Batterson, John Doble (arrive 5:34 p.m.), Sheila Fishman, Dennis Kane, Jessica Kietzman, Daniela Kunkel, Jared Leese (arrive 5:37 p.m.), Ibrahim Yusuf

Absent: Johnathon McClellan

Staff: Lorinda Pearson, Manager and Staff Liaison, Human Services Division
Alison Warren, Office Support Specialist, Parks & Rec Division

Guests: Julie Long, City Engineer, City of Bloomington

Chair D. Kane called the meeting to order at 5:30 p.m. A quorum was present.

- 1.2 **Approval of Minutes** M/Batterson, S/Fishman unanimously carried to approve the minutes of the May 18, 2015 meeting.

- 1.3 **Adoption of Agenda** M/Fishman, S/Kietzman unanimously carried to approve the agenda as presented.

- 1.4 **Announcements** Human Rights Campaign Foundation
A letter received by Mayor Winstead was included in your packet. The City has been selected to participate in the Human Rights Campaign Foundation 2015 Municipal Index for laws in relation to the LGBT community. Bloomington was selected because it was one of the top five largest cities in Minnesota. They will send a draft of the scorecard for review this summer. Any challenges or questions can be presented and sent back to the Foundation.

II. PROGRAM – 5:35 P.M.

- 2.1 **Americans with Disabilities Act Transition Plan for Public Right of Way** Julie Long presented regarding the Americans with Disabilities Act Transition Plan for the Public Rights of Way which include but are not limited to sidewalks and pedestrian signals. A draft has been completed and the City is looking for comments and suggestions. The plan has three main sections: an outline of the laws and guidelines, an inventory of accessible devices in the right of way and an explanation of what triggers an ADA update. The final product is expected to be entered in the GIS system and produced on the City's website for public use.

Kane questioned the process of how community complaints or accommodation requests are handled. Fishman inquired about the Audible Pedestrian Signal and her support for the installation. Long shared that audible pedestrian signals can be controversial and are disagreed upon between the different organizations for the blind. She also mentioned the criteria for installation.

Pearson asked about the time line for the plan. City Council study meeting in August, neighborhood meeting in September and back to council in October or November for adoption

Leese inquired about the process for grievances. Long stated that the policy

has not changed since it was put in place in 1992. The process starts by the filing of the complaint, then the complaint is investigated by City staff. If an appeal is required it would come to the Human Rights Commission. Long stated that one to two requests are filed each year regarding the Right of Way. Most accommodations are reasonable and are fixed. It was also noted that any new construction project completed by the City is required to be ADA compliant. Any request not able to be accomodated is noted.

It was stated by Kane that any complaints or questions can be directed to Tracy Smith, Human Services Administrative Coordinator, or Julie Long regarding ADA Transitions in the Right of Way. Long requested that any comments about the plan be directed towards her in email.

III. CONTINUING BUSINESS – 6:15 P.M.

3.1 2015 Work Plan

- Public Relations
 - Re-cap Diversity Day Activities
 - Olson Middle School
- National Night Out
- Digital On-line Resources
- Equality
 - 25th Anniversary of ADA events
 - Approve Proclamation
 - Volunteer
 - Community Event
 - Volunteers
 - Re-cap Proclamation, "Lesbian, Gay, Bisexual and

Staff and Kietzman attended the Diversity Day at Olson Middle School on May 22, 2015 and handed out Dred Scott bracelets. Kietzman stated that for future events they would like to get more involved by providing interactive activities.

Kane stated that registration started one week ago to register captains for National Night Out on August 4, 2015. He stated the Human Rights Commission would like to reach the groups through members of the Commission on that night. If you are available, Kane would like you to attend as many of the neighborhoods as possible. Block Captains state on their forms whether or not they would accept visitors at their Block night party. A list of neighborhoods accepting visitors will be provided to Commissioners.

Kane, Yusuf and Leese stated their desire to participate. Batterson stated she needs to check her work schedule.

Batterson shared information regarding digital online resources. Batterson met with Tracy Smith and Maggie Sasse from Human Services about the ability to create an interactive chart online with information about specific Human Rights topics available in PDF and also provide more links, phone numbers or resources to learn more. Batterson also suggested that this information be available in print to bring to events. This project would require the production of new informational documents with a new design as well as contacting different agencies to inquire if they are willing to be resources.

Persons from the ADA Committee will be accepting the Proclamation at the City Council meeting on July 6th.
M/Doble , S/Kietzman unanimously carried to approve the Proclamation for the 25th Anniversary of the Americans with Disabilities Act.

This event is hosted by the Human Rights Commission. A documentary will be presented and then a panel will commence with members from the community attending and participating. Kane stated that the list of panel members is coming together nicely. Volunteers are needed for the event. A sign-up sheet was passed around to the Commissioners.

Kane recapped the proclamation for Lesbian, Gay, Bisexual and Transgender Pride Month. He mentioned the large crowd due to the discussion regarding garbage collection. Pearson stated that applause filled

- Transgender Pride Month
•••Public Comment
- the Council Chambers after the Proclamation was accepted.
- Kane discussed a situation with a visitor wanting to comment on the acceptance of the proclamation at the last Human Right Commission meeting. He stated that Robert's Rules and the bylaws were followed when addressing this situation.
- Cultural Competence
 - Re-cap "Transfer of Memory" Exhibit
 - Community Event
- Evaluations were provided to Commissioners regarding the "Transfer of Memory" exhibit. Kane stated the evaluations are very favorable. Leese stated he felt as though the event brought together a wide variety of people. He also mentioned that many of the comments were in favor of the set up of the actual exhibit. Leese stated many positive comments were received at the conclusion of the events. He suggested that in the future School Districts and other communities could be included. Fishman also commented on Frank's great speaking abilities. Batterson attended the start of the event and noted that the event was very busy. Kietzman commented the dialogue was very moving, powerful and interesting. Fishman agreed and shared her favorite moment of the speaker with the Commission. Leese commented on the interview style of the presentation. He stated that the style provided a lot more involvement with the audience.
- Heritage Days
- Heritage Days is September 19, 2015. Kane provided an update stating the event has moved to Nativity of Mary Church. He stated the change of location should not affect the selection of entertainers. Batterson inquired about why the location as changed. Fishman inquired as to why the event is not held on the Civic Plaza grounds. Pearson stated that parking can be a big issue at any location, especially at Civic Plaza. Kane shared his enthusiasm for the event and it's growth.
- A meeting has been set up regarding the selection committee for the entertainment at the Heritage Days. The top five recommended performance groups were provided on a hand out to the Commissioners. Leese stated that all of the groups were available for the date. He also stated that he understood that the top three were to be selected by the Commission from the recommended five.
- Fishman stated when coming up with the top five, they were conscious of the Bloomington Heritage. She also shared her desire to possibly have something from the Native American community in the future.
- M/Leese, S/Doble carried to unanimously accept the recommendation of multicultural performance groups for Heritage Day as presented.
- Batterson inquired about the past year and if there is any overlap as far as type of performances. Fishman stated that the most popular performances in the past included crowd involvement.
- Leadership
 - Re-cap PACER'S Unity Awards
- Kane shared the award that was given to the Human Rights Commission at PACER's Unity Awards. The program from the event was also given to all of the Commissioners. Kietzman shared her experience at the event. Many different awards were presented during a ceremony to people from across the country. Videos were also shared. Kietzman shared she thought the crowd was not as large as she thought it should be. She stated her desire for the event to grow larger in the coming years. Pearson stated the emcee for the event did a great job. Kane also shared his desire for the event to grow. Leese stated he would like to do a better job of including the local schools and be sure to invite them in the future.
- Team Building
- Kane stated in the Work Plan there is a notation regarding team building. This was put on hold until the Commission was full. Kane identified five

categories as to what a team means: accountability, conflict resolution, commitment, trust and results. Kane encouraged growth and development of each individual and stated that team building may be a part of that. The stronger the team, the better the results that can come of the Commission.

Fishman stated she has been involved in team building before and shared her feelings of success. She also stated sharing goals would make it easier to work together. Doble shared his desire for a less formal exercise such as a dinner. Kietzman would like some sort of structure to bring the Commission closer together. She stated that by strengthening the relationship it could allow the Commission to grow in all of the five categories. Batterson suggested someone to facilitate discussion. Leese stated his desire to focus on the results category.

Batterson shared she would like to have the team building exercise be outside of a regular meeting and a little more casual. The event would need to be public per the bylaws.

Leese inquired about the ability to utilize times after the regular scheduled meetings. Kane stated that because of the Council meetings, official meetings must be concluded by 7 p.m.

Kane inquired about the Commission’s desire for the executive committee to research the topic more and provide concrete options. Leese suggested the executive committee provide some options and narrow down the style of meeting and some sort of a goal for the gathering.

M/Leese, S/Kunkel, carried to unanimously recommend that the executive committee return to the Commission with at least two options for the structure and goal of a team building activity.

- Omar Bonderud Award
- Approve Timeline
- Committee Members

M/Kietzman, S/Kunkel carried to unanimously approve the 2015 Omar Bonderud Award Application timeline as presented.

Currently on the committee are Batterson, Fishman and Kane. Kietzman and Kunkel are interested in participating

IV. NEW BUSINESS – 6:45 P.M.

5.1 Exhibition, Asian Pacific Legal Experience in America, US District Court

Kane attended the exhibit at the US District Court. It has been approved to have the exhibit in May of 2016. This will be included in the 2016 Work Plan.

VI. FINAL COMMENTS

There were no final comments.

VII. ADJOURNMENT – 7:00 P.M.

M/Fishman, S/Batterson to unanimously carried to adjourn the meeting at 7:00 p.m.