

**CITY OF BLOOMINGTON
HUMAN RIGHTS COMMISSION**

Monday, August 29, 2016

4:00 PM

Baillif Conference Room
1800 W Old Shakopee Rd

AGENDA

1. Draft Agenda for September 19, 2016
2. Approve minutes from August 15, 2016



Agenda Item

Originator
Human Rights Commission

Item
Draft Agenda for September 19, 2016

Date
8/29/2016

Description

Requested Action

Attachments:

Draft Agenda for September 19, 2016



**BLOOMINGTON HUMAN RIGHTS COMMISSION
REGULAR MEETING – MONDAY, SEPTEMBER 19, 2016**

BLOOMINGTON CIVIC PLAZA - 5:30 P.M.

1800 W. Old Shakopee Rd. – McLeod Meeting Room

Executive Committee Meeting – October 3, 2016

Civic Plaza – Bailiff Conference Room – 4:00 P.M.

If for any reason you are unable to attend this meeting, or are going to be late, please contact Heather Lambert, 952-563-4959, **by noon on Monday, September 19, 2016.**

I. PROCEDURAL MATTERS - 5:30 P.M.

- 1.1 Call to Order and Roll Call
- 1.2 Approval of Minutes – August 15, 2016
- 1.3 Adoption of Agenda
- 1.4 Oath of Office
- 1.5 Announcements
 - Run, Walk, Roll Against Bullying, October 1, 2016, 9:00 a.m. – noon, Normandale Lake, PACER

II. PROGRAM – 5:35 P.M.

Kevin Lindsey, Commissioner, Minnesota State Human Rights Department
Topic: Overview of the Department and the State Human Rights Act 363A

III. CONTINUING BUSINESS – 6:15 P.M.

- 3.1 2016 Work Plan
 - Public Relations
 - Community Center Task Force – D. Kane
 - Forward 2040 Advisory Committee, City of Bloomington Comprehensive Plan – Z. Bicott
 - Kennedy Connect Day, August 25, 2016, 9:00 a.m. – 6:00 p.m. – D. Kane
 - Equality
 - Business Day at City Hall, Friday, September 16, 2016, 8:00 – 11:00 a.m. – D. Kane
 - Second Founding Program, January 31, 2017
 - Planning meeting, September 24, 2016, 4:00 p.m. – Z. Bicott, M. Carlson, J. McClellan, D. Kane
 - Cultural Competence
 - Re-cap Heritage Days, September 17, 2016 – Z. Bicott, M. Carlson, D. Kunkel, S. Salato, D. Kane
 - International Peace Day
 - Re-cap Proclamation acceptance at September 12, 2016 City Council Meeting, Flora Tsyukayama accepting – D. Kane
 - Re-cap Naturalization Ceremony, September 14, 2016 – Z. Bicott, M. Carlson, D. Kane, D. Kunkel, I. Yusuf
 - Update: Native American Heritage Month, November 15, 2016 – J. Leese
 - Proclamation, October 24, 2016 City Council meeting – Jim Jones of MN Indian Affairs Council accepting
 - Exhibit, November 1 – 9/November 15 – 30, 2016
 - Coffee with the Curator, November 2 at 10:00 a.m. and November 14 at 2:00 p.m.
 - Dr. Don Bartlette, Speaker, November 15, 2016
 - Update Solicitation of Donations – Z. Bicott
 - Advancing Racial Equity: The Role of Government, Hopkins Center for the Arts, August 17, 2016 – J. McClellan
 - Finding Common Ground Between Public Safety and Racial Justice – All for the Common Good, September 14, 2016 – L. Pearson
 - Leadership
 - Date: Team Building – D. Kane
 - Update Omar Bonderud Award, Rank & Review, September 13, 2016 – S. Fishman, D. Kunkel, D. Kane
- 3.2 Normandale College, Jeanette Sanchez – D. Kane
- 3.3 Complaints/Inquiry Report – L. Pearson

IV. FINAL COMMENTS – 6:55 P.M.

V. ADJOURNMENT – 7:00 P.M.



Agenda Item

Originator
Human Rights Commission

Item
Approve minutes from August 15, 2016

Date
8/29/2016

Description

Requested Action

Attachments:

Minutes from August 15, 2016

UNAPPROVED MINUTES

Human Rights Commission

Monday, August 15, 2016

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: Zavier Bicott, Maureen Carlson, Sheila Fishman, Dennis Kane, Daniela Kunkel, Jared Leese (5:35 p.m.), Johnathon McClellan, Savannah Salato, Ibrahim Yusuf (5:33 p.m.)
- Absent: n/a
- Staff: Lorinda Pearson, Manager and Staff Liaison, Human Services Division
Heather Lambert, Administrative Assistant, Human Services Division
- Guests: Chief Jeff Potts, Bloomington Police Department
Doug Belton, Community Liaison, Joint Community Police Partnership Program (JCPP)
Teruyo Okuno, Bloomington Sister City Organization (BSCO)
Japanese Chaperone, Izumi City
Corinne Shepherd, Bloomington Sister City Organization (BSCO)
Volunteer Host
- Chair D. Kane called the meeting to order at 5:31 p.m. A quorum was present.
- 1.2 Approval of Minutes - July 18, 2016** M/Z. Bicott, S/J. McClellan unanimously carried to approve the minutes for the July 18, 2016 meeting as presented.
- 1.3 Adoption of Agenda** M/J. McClellan, S/Z. Bicott unanimously carried to approve the agenda as presented.
- 1.4 Oath of Office** J. McClellan read and signed his Oath of Office for a term ending December 31, 2016. J. McClellan resigned from the Human Rights Commission, effective June 22, 2016, as he applied for the City Council At Large Opening (per City Code Section 2.78). He was reappointed by the City Council to the Human Rights Commission on July 14, 2016.
- 1.5 Announcements** D. Kane stated the Japanese Lighting Festival is on Sunday, August 21, 2016 at Como Zoo Park in St. Paul. The event runs from 3:00 p.m. – dusk. L. Pearson stated she has attended many times and encouraged Commissioners to attend. She stated the evening lighting ceremony is beautiful, as the lanterns lit are in memory of loved ones. There is a small fee to enter, and she indicated there are many vendors (including opportunities to try Japanese food) and cultural entertainment.
- D. Kane stated Diversity Day is being celebrated at the Twins game on Tuesday, August 23, 2016 at 7:10 p.m. at Target Field.

II. PROGRAM – 5:35 P.M.

Chief Jeff Potts thanked the HRC for the opportunity to come and speak about what Bloomington is doing to prevent racial tensions and to train Police Officers. He recently brought this information to the City Council and is here to share similar information.

Chief Potts stated the Police Department is working on preventing racial tensions on two fronts:

1. By working on community engagement, the Police Department desires to build a strong bond with all members of the community.
2. Conduct more training with Police Officers

Chief Potts stated the Bloomington Police Department has an active neighborhood watch program, overseen by Katie Swatosh, Crime Prevention Specialist. Information is shared between the Police Department (PD) and Neighborhood Block Captains. In addition, the Block Captains receive an annual training.

Chief Potts stated there was incredible interest in National Night Out this year, with over 350 organized parties taking place. Representatives from the Police and Fire Department, as well as Allina (first responder services), are sent to virtually all the parties.

Chief Potts spoke about ramping up the Police Department presence on social media. The Police Department created a Twitter page, regularly posts on the City's Facebook page, and is looking into the app *NextDoor*. He stated the PD participated in the Running Man Challenge Video, which received over 12 million views.

Chief Potts stated the Coffee with a Cop program started over a year ago. It is an opportunity for citizens to come ask Police Officers questions at locations throughout town – there is no formal program, it is simply a pure interaction between the Police and the community.

Chief Potts stated the 2nd Annual Safe Summer Nights event took place at Valley View Park in July, with 500 – 600 people in attendance. He also stated every school receives random visits from a Patrol Officer, who passes out pencils to students. The purpose of these activities is to encourage favorable interactions with the community.

Chief Potts stated there are three main strategies for the Joint Community Police Partnership (JCPP):

1. Improve the community member's knowledge and understanding of police procedures and laws.
2. Improve the officer's knowledge and understanding of the diverse cultural communities residing in the City.
3. Provide more opportunities for positive interaction and two-way communication between police officers and community members.

Doug Belton, Community Liaison with the JCPP, stated he is one of six (6) Liaisons with Hennepin County. He spends the most of his time in the Bloomington Police Department.

D. Belton stated he chairs the Multicultural Advisory Committee (MAC), and was proud to report there are now five (5) additional advisors on the MAC. The MAC meets the last Wednesday of the month from 6:00 – 8:30 p.m., and he invited Commissioners to attend a future meeting.

D. Belton described some of the Programs the JCPP sponsors:

1. Holiday Helpers in Blue Program – Police Officers take children shopping at Target or Wal-Mart to buy gifts for their families. This program is supported by donations and fosters a good relationship between children and Police Officers.
2. Voices Heard Program – Allows for conversations between Police Officers and school youth about writing, literature and theater. It has turned into a mentorship program that meets five times per

year, culminating in a final community event, which will take place this year either November 1st or November 2nd.

3. New Americans Academy – Designed for individuals who are first generation immigrants living in Bloomington. Over a series of six meetings, these individuals learn what Police Officers do in America.
4. Youth Academy – The program will occur in Spring of 2017. Over two Saturdays, youth (age 8 -12) will meet with Police Officers to see the K-9's, bomb and squad vehicles, play catch, eat food and visit the Hennepin County Sherriff's Office. The purpose of this Academy is to give a positive interaction with Police Officers to kids at a young age.

Chief Potts stated Police Officers from different areas of the PD have attended the MAC meetings to talk about what they do. He stated the MAC meetings are informational and educational, and over the last 12 months, most of the big units in the PD have had an opportunity to share their duties.

Chief Potts stated there has been an increase in Police Officers having to deal with people in crisis. Therefore, all the sworn Officers received training in the last six months from an expert in Crisis Intervention. Advanced training will be given to 25% of PD staff in de-escalation. He stated law enforcement is recognizing certain calls need to be slowed down and de-escalated.

Chief Potts reported all sworn officers were sent to multicultural competency training in 2014. He stated D. Belton and himself recently met with leadership at Al Farooq to possibly do another round of this training.

Chief Potts stated Bloomington uses scenario/reality based training, where Officers are trained on what to do based on previous experiences.

Chief Potts reiterated feedback from the community is strong, and comparatively speaking, citizens on a whole feel safe. He stated the PD will continue working to identify ways to build relationships in Bloomington.

J. McClellan stated he believes the Police Department is great, and it is one of the reasons he lives in Bloomington. He stated he appreciates the proactive approach the PD is taking in de-escalation training.

S. Fishman stated she is pleased the PD does reality based training. She asked about parents encouraging their children not to be confrontational. Chief Potts replied the PD is always looking for ways to have conversations with parents to build trust.

Z. Bicott stated all his interactions with the Police Department have been positive, and he asked if the PD still does ride-alongs. Chief Potts stated participants in the Citizens Academy do have an opportunity to do a ride-along. Chief Potts further stated if a Human Rights Commissioner is interested in a ride-along to contact him directly. Z. Bicott stated he would like data on arrests and demographics in the City of Bloomington.

D. Kane stated in the interest of time, any further questions or comments should be emailed to H. Lambert, who will forward them to Chief Potts.

III. CONTINUING BUSINESS – 6:15 P.M.

3.1 2016 Work Plan

- Public Relations
- Community Center

J. Leese stated he attended the August 19, 2016 Community Center Task Force meeting as the HRC alternate. He stated the Task Force reviewed a

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| Task Force | selection of possible future Community Center sites, with the cost and space of the site being considered. D. Kane stated he will attend the next Community Community Task Force meeting on August 16, 2016 as the HRC representative. The meeting discussion will focus on funding a new Community Center. |
| ••Representative(s)
Forward 2014
Advisory Committee | D. Kane stated Z. Bicott volunteered to be the representative on the Forward 2040 Advisory Committee, which will give input for the City of Bloomington Comprehensive Plan. D. Kane volunteered to serve as the alternate. |
| • Equality
••Business Day at City
Hall | D. Kane reported the HRC will have a booth at “Business Day at City Hall” on Friday, September 16, 2016 from 8:00 a.m. to 11:00 a.m. at Bloomington Civic Plaza and he will work the booth. |
| • Cultural Competence
••Heritage Days | D. Kane stated Heritage Days is taking place on September 17, 2016 and the HRC is sponsoring multicultural entertainment acts. L. Pearson stated assignments for volunteers have been set for Commissioners. Z. Bicott requested a reminder be sent to volunteers on their assignments. |
| ••International Day of
Peace | D. Kane stated Flora Tsyukayama will be accepting the International Day of Peace proclamation at the City Council meeting on September 12, 2016. M/J. McClellan, S/Z. Bicott unanimously carried <u>to approve the International Day of Peace Proclamation.</u> |
| ••Naturalization
Ceremony | L. Pearson stated Commissioners have been given assignments for the Naturalization Ceremony taking place on September 14, 2016. She reported Leo Espinoza, former Chairperson of the HRC, will give the Pledge of Allegiance and the committee is confirming someone to sing the National Anthem. Special pins were passed out to Commissioners to wear at the Naturalization Ceremony. |
| ••Native American
Heritage Month | J. Leese stated the Native American Heritage Month Planning Committee met on August 2, 2016. He reported “Coffee with the Curator” sessions will take place on November 2, 2016 at 10:00 a.m. and on November 14, 2016 at 2:00 p.m. These sessions will allow individuals to come and talk about the Exhibit with the Curator, Jim Jones (Interim ED of the MN Indian Affairs Council). J. Leese reported Dr. Don Bartlette will be the speaker at the November 15, 2016 event. L. Pearson pointed out the number of partnerships involved with this event, including Cultural Arts, the Bloomington Historical Society, Jim Jones, the Native American Liaison from Bloomington Schools, the U.S. District Court and the HRC. Commissioners discussed the Native American Heritage Month Proclamation. J. Leese suggested removing “.4 percent of the Bloomington Minnesota population identifies as Native American and Alaska Native...” with concerns this information may diminish the importance of the Proclamation. After amending motions, M/J. McClellan, S/Z. Bicott unanimously carried <u>to approve the Native American Heritage Month Proclamation as amended by striking the “Whereas, The U.S. Census, 2010 American Community Survey reports that .4 percent of the Bloomington Minnesota population identifies as Native American and Alaska Native; and...”</u> J. Leese announced Jim Jones will be accepting the Proclamation, as Rayna Churchill is no longer with the MN Indian Affairs Council. |
| ••City Council Action-
Solicitation of
Donations | L. Pearson stated the City Council approved the request to allow Commissioners to go out in the community and solicit donations at the July 25, 2016 Council meeting. D. Kane reminded Commissioners fundraising is event-specific. |
| • Leadership
••Team Building | D. Kane stated the HRC Executive Committee had met with Sue Stanek to conduct a team-building exercise with Commissioners. However, she is no |

longer available to conduct this training. D. Kane reported there are members of City staff who are qualified and may be willing to lead Commissioners in a team-building exercise before the end of the year. L. Pearson will inquire with City staff when they may be available to conduct this exercise. D. Kane stated it would occur an evening when the HRC is already scheduled to meet. There will be a brief business meeting, adjournment, and then the exercise would begin.

3.2 By-laws Update

J. Leese stated he presented the proposed changes to the Human Rights Commission Bylaws at the July 25, 2016 City Council meeting. He reported the City Council approved the proposed changes. L. Pearson stated she brought the HRC recommendations to the City Code to the Commission Liaisons throughout the City. The Commission Liaisons have decided other changes need to be made to the City Code. Assistant City Manager Elizabeth Tolzmann is currently compiling all the proposed changes to City Code, which Legal will consider and will go to City Council for approval. L. Pearson will keep Commissioners updated on this process.

3.3 Complaints/Inquiry Report

L. Pearson gave the monthly complaint/inquiry report and stated there were four (4) inquiries in July.

IV. FINAL COMMENTS

J. McClellan encouraged Commissioners to take advantage of the Police Chief's offer of going on a ride-along. He stated has has done several ride-alongs with different Police Departments, and it gave him perspective on what Police Officers must deal with on a daily basis. D. Kane stated he has gone on two ride-alongs with the Bloomington Police Department. He stated going on a ride-along with the Bloomington Police Department is a great way for Commissioners to show their support. He further stated he finds it important to continue collaborating with the Police Department.

Z. Bicott stated he watched the July 25, 2016 City Council meeting, and based on two individuals who spoke during the Open Discussion caused him to read up in the Bylaws how Commissioners are to handle complaints and mediation. He discovered only one current Commissioner (Chairperson Kane) is trained to do mediation. L. Pearson stated it has been over two years since a formal complaint was mediated by a Commissioner, and the State of Minnesota offers mediation for free to those who want to do mediation without filing a formal complaint. S. Fishman stated the HRC may want to revisit if the HRC still wants to provide mediation as an option, which L. Pearson responded this is something to discuss while planning the 2017 Work Plan. Z. Bicott stated his interest in becoming trained in mediation.

L. Pearson reminded Commissioners to check the Committee Assignment roster for events they have volunteered for. In addition, per Z. Bicott's request, reminders will be sent out to Commissioners who have volunteered to serve.

Z. Bicott asked for an update on the Second Founding and Slavery By Another Name, and J. Leese stated the HRC is waiting on the U.S. District Court to schedule a meeting.

Guest Corinne Shepherd, previous Chairperson of the HRC and BSCO host family, stated it was a joy to attend the meeting, and thanked Commissioners for the great work they are doing. Guest Teryuo Okuna stated the meeting was very interesting, and she works with human rights and International Affairs back in Japan. She then passed out a token gift to the Commissioners.

V. ADJOURNMENT

M/J. Leese, S/I. Yusuf unanimously carried to adjourn the meeting at 6:57 p.m.