

# Duluth Human Rights Commission (HRC)

Regular Meeting - minutes

Wednesday, May 12, 2021 at 4:30PM

City Hall via WebEx

1. Call to order and roll call by Vice Chair Hakes
  - a. Meeting called to order at 4:35PM
  - b. Commissioners present: Mark Hakes, Carl Huber, Tyra Jaramillo, Marsha Lue, Ri Preap, and Sandra van den Bosse
  - c. Commissioners absent: Bettina Keppers (excused), and Corinthian Rutherford (unexcused)
  - d. Guests: Human Rights Officer (HRO) Carl Crawford, Human Rights Assistant (HRA) Laura Laaksonen, and Deputy Chief Laura Marquardt, Duluth Police Department
2. Consent of Meeting Minutes - April 21, 2021
  - a. Motioned to approve by Commissioner Jaramillo; seconded by Commissioner Lue; approved unanimously by the Commissioners
3. Consent of May 12, 2021 meeting agenda
  - a. Motioned to approve by Commissioner Lue; seconded by Commissioner Jaramillo; approved unanimously by the Commissioners
4. Announcements from Commissioners - none
5. Public Comments
  - a. Written public comments submitted prior to the meeting - none
  - b. Live public comments via WebEx
    - i. Ms. Kathleen Spencer contacted Chair Keppers, Commissioner van den Bosse, and HRO Crawford regarding having someone willing to tell her story regarding Child Protective Services. They were not present but HRO Crawford invited them to speak to the Commission at our June meeting
6. Guest Speaker: Laura Marquardt, Deputy Chief, Duluth Police Department regarding racial bias audit
  - a. Deputy Chief Marquardt spoke to involving as many of the Duluth City Commissions and community organizations in the racial bias audit
  - b. This group will put forth what would be representative of the City's needs in looking at the issue of racial bias in our police department
  - c. The timeline is for the Deputy Chief to meet with the Commissions in the month of May and ask for representative to serve on the committee to develop the RFP (request for proposal) that will go out for bid to agencies that do this work
  - d. City Counselor Gary Anderson joined the meeting. He is teaming with Deputy Chief Marquardt and hoping to have a racial bias audit underway this time next year
  - e. Commissioner Huber asked about the other cities that Deputy Chief Marquardt mentioned are undertaking this type of review.
    - i. Deputy Chief Marquardt said Charleston, SC; cities in New York and Pennsylvania

- ii. The scope of this audit is to have an outside organization take a top to bottom look at the Duluth Police Department in training, hiring, recruitment and policy to get a perspective on whether the mission of the DPD is being fulfilled
  - f. The scope of the work of the RFP team will go out to the greater public. The team will vet and then select the agency to conduct the process here
  - g. Commissioner Anderson thanked the Commissioner for our service to the HRC and invited us to participate in this process. In this case the City is relying on us to have input and the racial bias review is incredibly important in 2021. Referencing the HRC ordinance he asked us to take up this call
  - h. Commissioner Huber voice support for this work
  - i. HRO Crawford noted the deadline is the end of June to get names of interested Commissioners back to Deputy Chief Marquardt
  - j. Deputy Chief Marquardt outlined the time commitment of two to four hours per month; meeting two times per month
  - k. Commissioner Jaramillo asked how they would find a representative group?
    - i. Suggestions were HRC, African Heritage Commission, Citizens Review Board, Indigeous Commission, Commission on Disabilities; Duluth NQT2SLGBIA Commission; NAACP; AICHO (American Indian Community Housing Organization); Loaves & Fishes
    - ii. Plan to lean heavily on BIPOC (Black, Indigeous, People of Color) as the audit team is to be representative of the community
  - l. Vice Chair Hakes thanked our guests Deputy Chief Marquardt and Duluth City Councilor Anderson and shared their excitement for the racial bias audit and process
7. Executive Report by Vice Chair Hakes
- a. Reported the executive committee had met and discussed the restructuring of committees
  - b. HRO Crawford will ask Chair Keppers to forward her written report of the executive committee to the Commissioners
8. Findings Committee Report - did not meet due to emergency situation of one of the members
9. Ad Hoc Committee Report - Roles and Restructuring Committees
- a. Ad Hoc committee members: Mark Hakes, Tyra Jaramillo, Bettina Keppers, and Marsha Lue
  - b. The three officer positions by virtue of the by-laws would remain: Chair, Vice Chair, and Secretary
  - c. Commissioner Jaramillo reported that we would work together to finding fits for the various roles
  - d. The proposed roles would be structured by Commissioner's strengths as suggested:
    - i. Communications (e.g., write press releases, communications from the HRC, etc.)
    - ii. Research
    - iii. Social Media/Press releases
      - 1. Commissioner Lue mentioned we are waiting for social media direction from the City of Duluth
    - iv. Events (e.g., listening sessions)

- v. Short/long range planning (e.g., PRIDE, Black History month, APIDA month, etc.)
    - 1. Short range could serve as an “emergency response team”
  - e. Vice Chair Hakes reported Chair Keppers is working on a formal document to present to the Commission at the June meeting
10. Review of Actions Taken and Plans Ahead
- a. Role of secretary can continue as it is but open to Administrative staff taking on role of notes and agenda if funding could be increased for the HRA to be full-time
  - b. Vice Chair suggested and Commission agreed for election of officers to be placed on the June agenda
    - i. Guest Betty Greene asked if a nominating committee had been formed last month for officer positions
    - ii. Vice Chair Hakes reported this was discussed at the ad hoc committee
  - c. Vice Chair Hakes reported that they are working with the other Commissions on racism as a public health crisis
11. Human Rights Officer Report - Carl Crawford
- a. APIDA month in May - work here has to be done here
  - b. Working with City and State on COVID-19 as July 1 approaches a mask free mandate; coming out of pandemic into public setting see a rise in community conflicts
  - c. Housing shortage and challenge coupled with possible incidents of red lining in the community. Efforts needed to reach out to MN realtors or homes sold by owner
  - d. One Roof has resources for renters only as moratorium on evictions possibly lifted in July
  - e. Moderated a conversations with State Representatives Renan Moran and Ruth Richardson sponsored by the League of Women Voters and the Clayton Jackson McGhie Memorial on the House Select Committee on Racial Justice issues new report with recommendations to dismantle systemic racism
  - f. Spoke at Lake Superior College
  - g. Commissioner van den Bosse asked about the Super One incident
    - i. HRO Crawford said Super One is willing to have conversations but have not been able to locate the victim
12. Request for agenda Items for next meeting
- a. Juneteenth, June 19,2021 celebration
  - b. Vice Chair Hakes asked for the Commission to hold in the Light a community member who passed away who was transgender, non-binary, two spirited - Commissioner van den Bosse added also a social worker
13. Adjournment
- a. Commissioner van den Bosse motioned; Commissioner Huber seconded

Minutes respectfully submitted  
By Carl Huber, Secretary