

Duluth Human Rights Commission (HRC)

Regular Meeting - minutes

Wednesday, May 10, 2023 @ 5:30pm

City Hall Room 330

1. Call to Order
 - a. Meeting called to order at 5:35pm
 - b. Commissioners present: Commissioners Jaramillo-Kraemer, Lue, Lyons, Wittenberg, Huber, Keppers
 - c. Commissioners absent: none
 - d. Guests: Human Rights Officer (HRO) Carl Crawford; representatives from ISD 709; community members Betty Greene and Kathy Spencer
2. Consent of Minutes - April 12, 2023
 - a. Motioned to approve by Commissioner Keppers; seconded by Commissioner Huber; unanimously approved
3. Public Comments and Written Comments
 - a. Written public comments submitted prior to meeting
 - i. None
 - b. Live public comments
 - i. None
4. Discussion with ISD 709
 - a. Sharing of OCR data and recent updates
 - b. Shared:
 - i. Days of out-of-school suspensions by school sites, from 2018 to present
 - ii. Days of out-of-school suspensions by demographics, from 2018 to present
 - iii. Data on disproportionality between demographic groups from 2021-2023
 - iv. Multi Tiered System of Supports (MTSS)
 1. Primary: all students to receive universal support and curriculum
 2. Secondary: 5-10% of students to receive targeted support and group interventions
 3. Tertiary: 3-5% of students to receive intensive and/or more individualized interventions
 - v. Trauma informed practices
 1. Is described as when the organization and people in it meet four requirements:
 - a. Realization
 - b. Recognize
 - c. Respond
 - d. Resist Retraumatizing
 - vi. Positive Behavioral Interventions and Supports (PBIS)
 1. Began process of alignment across all schools
 2. District-wide PBIS

3. Culturally Responsive Field Guide being used and teams are receiving training
- vii. Social-Emotional Learning (SEL)
 1. Importance of SEL:
 - a. Is important across all tiers
 - b. Second Step curriculum pre-k through 8th grade
 - c. SEL in high schools
 - d. Tier 2 SEL curriculum
- viii. Restorative Practices (RP)
 1. 80% are proactive strategies to build community and relationships
 2. 20% are responsive strategies
- ix. Project AWARE
- x. Family and student handbook and code of conduct revisions
- xi. Next steps
 1. Solving these challenges requires a paradigm shift and will not happen overnight - so the goal is a continuous improvement model
 - a. PBIS in every school
 - b. Creation of Special Education Setting IV programming for next year
 - c. AWARE grant for 2021-2026
 - d. Ongoing development of an evidence based MTSS social emotional behavioral framework
 - e. Behavior Response Plans that include restorative practices as well as other non-exclusionary strategies
 - f. Effective teaming structures
 - g. Restorative practices training
 - h. Overhaul of the Family and Student Handbook
 - i. Resources for implicit bias training; trauma responsive practices training, alternative to suspension options, and MTSS tiered interventions
- c. ISD 709 and the Human Rights Commission discussed working together more in the future, and continuing to address disproportionate out-of-school suspension rates
5. Executive Team Report
 - a. Annual Report to Council
 - i. Requesting the June 26 at 6:30pm
 - ii. Please email Commissioner Lue a headshot for the PowerPoint presentation
 - iii. Waiting for confirmation on this date
6. Findings Committee Report
 - a. Four cases were discussed:

- i. A man who is quadriplegic and speech-impaired has been permanently kicked off the Northern Access Transport Bus, which is a service he has been using since at least 2003
 - 1. He states that this is in relation to when his nurse called the company in 2003 telling them to be more careful with his chair, which resulted in an argument
 - 2. Carl Crawford will be looking into this case further
- ii. A woman states that her car was towed away by the police while she was picking her child up from school
 - 1. The police stated that there was a warrant to search her car, but instead of searching it, they took it
 - 2. While her car was being towed away, it was hit by another car, and was totaled
 - 3. The police have not yet told her why they took her car, and her totaled car is still sitting at the police station
 - 4. Carl Crawford will be looking into this case further
- iii. After the new rules in ISD709 regarding transgender rights have been put into place, a concerned parent has stated that his daughters no longer feel safe going into the bathrooms and locker rooms
 - 1. The parent also states that the gender-neutral single-stall bathrooms in Denfeld High School are always locked and not accessible
 - 2. While Carl Crawford will not be looking into this case as a human rights violation, he will be looking into the details of these new rules in anticipation of more questions from parents going forward
- iv. A man who is incarcerated states that the people who booked him into jail put the wrong crime on his ledger
 - 1. The crime that was listed was for sexual assault of a minor, but that was not his accused crime
 - 2. It has since been fixed, but there is now an issue of safety for the man who is still in jail for the actual crime he is accused of
 - 3. Carl Crawford will continue looking into this case

7. Human Rights Officer Report

- a. Participated in “12 Angry Jurors” with the St. Louis County court system
 - i. Dispels myths about being a juror
 - ii. Looking at how people experiencing homelessness can also be jurors, in order for everyone to have a jury of our peers
- b. There have been over 203 mass shootings in this country this year
 - i. What conversations do we have about this issue in our community?

Due to timing, the Human Rights Commission unanimously voted to table the remaining agenda items to the June meeting

8. Discuss Summer Meeting Schedule and Staffing Pride

- a. TABLED FOR JUNE
- 9. Announcements and Upcoming Events
 - a. TABLED
- 10. Additional Public Comments and Commissioner Comments
 - a. TABLED
- 11. Request for Agenda Items for Next Meeting
 - a. TABLED
- 12. Adjourn
 - a. Meeting adjourned at 7:27pm
 - b. Next meeting is June 14, 2023

Minutes respectfully submitted by:
Tyra Jaramillo-Kraemer, Secretary