

**Duluth Nonbinary, Queer, Trans, Two Spirit, Lesbian, Gay, Bisexual,
Intersex & Asexual Commission (NQT2SLGBIA) Commission
Meeting Minutes
Wednesday, December 1, 2021
5:00 p.m.**

This meeting of the Duluth Nonbinary, Queer, Trans, Two Spirit, Lesbian, Gay, Bisexual, Intersex & Asexual Commission (NQT2SLGBIA) Commission was held by other electronic means pursuant to Minnesota Statutes Section 13D.021 in response to the COVID-19 pandemic. Members of the Commission participated through video conference.

I. Call to Order

5:00 p.m.

II. Roll Call

Present: Commissioners Broadwell, Driscoll, Hakes, Gannon – 4
Absent: Commissioner Golding - 1

III. Approval of Minutes

IV. New Business

A. October Conversion Therapy Ban Report, Follow-Up Discussion

The Commission discussed options for increasing awareness of the reporting mechanism and increasing community education.

Commissioner Hakes recommended that this be a potential Commission goal for 2022

Commissioner Driscoll agreed and noted that conversion therapy is something that not everyone knows what it looks like or what it is called and there is surprise that it is still happening in town, and more education would be beneficial.

greater Commissioner Gannon noted that from a mental health provider perspective, outreach regarding the reporter tool is needed and would be helpful.

Commissioner Broadwell inquired if the Commission had a budget that could be utilized.

Clerk Helmer indicated that the City Boards and Commissioners do not have a budget, but the Commission could identify grant funded opportunities and request that the City Administration apply for and utilize the funds.

The Commission further discussed options for community outreach and education.

B. 2022 Goal Setting

City Councilor Gary Anderson spoke to the Commission regarding its work and recommendations for 2022 goal setting.

The Commission discussed the following for 2022 Commission Goals:

- I. Education on Conversation Therapy Ban
- II. Conduct a General Review of the City Code

Commissioner Hakes noted that the City Charter Commission had reviewed this and some work was being done by the internal Equity Action Team and that it may be beneficial to have an update from that group.

III. Equity Action Team – have a member attend a meeting of the Commission.

IV. Increase visibility of the Commission

V. Office of Human Rights – Invite Carl Crawford to attend the next Commission meeting.

VI. Healthcare Experiences – the Commission discussed concerns about experiences at Essentia Health with communication and that the Commission could address correspondence to Essentia

VII. Communications and Social Media – the Commission discussed working with the City's communication team to clarify the Social Media Policy for Boards and Commissions and to assist in increasing visibility of the Commission on the website and utilizing social media.

VIII. Compiling a list of BIPOC Businesses

VIX. Building relationships with other Boards and Commissions.

C. Racial Bias Audit Team Update

Commissioner Broadwell reported that the team met the previous Monday and they are working to finalize the Request for Proposal (RFP). The Team had received feedback from groups in the community and other Commissions. The Team is waiting for final edits and then review the RFP one more time and if final, it will be sent to the City to review and then be released. The Audit Team will be involved in selecting the consultant. The budget is unknown but the City is committed to conducting the Audit.

Councilor Anderson inquired about what the participation on the team has been?

Commissioner Broadwell indicated that participation has been good, that there is a core team that has been working through edits, but participation at the most recent meeting was high.

V. Adjournment

5:48 p.m.