

**MINUTES**  
**HUMAN RIGHTS COMMISSION**  
**THURSDAY, December 20, 2018**

- 1) Commissioner Raymaker **called the meeting to order** at 7:05 pm in the Olmsted County Government Center, Room 104.

|                                  |  |         |
|----------------------------------|--|---------|
| Commissioner                     | Gale Julius                                    | absent  |
| Commissioner                     | Karen MacLaughlin, Co-Chair                    | present |
| Commissioner                     | Jennifer Belisle                               | present |
| Commissioner                     | Barry Skolnick                                 | present |
| Commissioner                     | Rey Caban                                      | absent  |
| Commissioner                     | Daniel Dogo-esehie                             | present |
| Commissioner                     | Carrie Osowski                                 | Present |
| Commissioner                     | Kindra Ramaker, Chair                          | present |
| Commissioner                     | Sandra Banuelos                                | absent  |
| Commissioner                     | Menal Abbadi                                   | present |
| Youth Commissioner               | Marcus Yao                                     | absent  |
| Youth Commissioner               | Christine Farnberg                             | Present |
| County Commissioner              | Mark Thein                                     | present |
| County Commissioner              | Gregg Wright                                   | present |
| County Commissioner              | Sheila Kiscaden                                | present |
| Mediation and Conflict Solutions | Wendy Moore, Director                          | present |
| Olmsted County Administration    | Brittney Marschall, Administrative Coordinator | present |

- 2) **No public comment:** In lieu of public comment, the commission did round table introductions.

- 3) **Consensus on agenda:** Commissioner Raymaker asked for a motion to approve the [agenda](#). Commissioner Belisle moved to approve the agenda. Commissioner Dogo-egeskie seconded.  
7/0 motion passes.

- 4) **Minutes:** Commissioner Raymaker asked for a motion to approve the minutes with two minor changes from the November 15, 2018 meeting. Commissioner Belisle moved to approve the minutes. Commissioner Skolnick seconded.  
7/0 motion passes.

5) **Action Item(s):**

- a. Recommendations for updates to the Bylaws: Commissioner MacLaughlin, Osowski and Belisle met to review the Bylaws and make recommendations to the commission based on their review.
- PHASE 1- Review the suggested changes made by the subcommittee. Commission has to give 14 days notice prior to voting.

- PHASE 2- as part of phase 2 the bylaws would need to be submitted to the County Board for approval. The process of approving the bylaws through the County Board aligns with the history of the Commission. (the City originally established the commission per statute as the governing authority and then dissolved the commission and the county then established the commission per the same statute and governing authority. Because the board is the governing authority bylaw changes/amendments would need to be approved by the County Board).

Commissioner Raymaker asked for general consensus for the phased approach. Commission Members concurred. Commission members offered suggestions and comments on the proposed PHASE 1 changes.

Follow-up action items:

1. Commissioner Belisle will research more about the change in Article 4 on page 5
2. Article 5 is still unclear and change the second sentence to say "the commission 'may' recommend"
3. Article 9 – take out specific month and change to something like "prepare an annual budget in alignment with the county board budget cycle"
4. Article 10- needs more discussion
5. Article 11- take out or (check with open meeting law)
6. Signature- change secretary to Co-chair

Commissioner Belisle motioned that the Subcommittee agrees to meet prior to the next meeting and research and make suggested changes made tonight in order to provide a draft to send out with 14-day notice in order to vote in the January meeting.

Commissioner Belisle made the motion to accepted the subcommittee report on the Bylaws, and given the discussion during tonight's meeting, send back to the subcommittee to research and make additional edits, and send back to the subcommittee. Commissioner Owaski seconded.

7/0 motion passes.

- b. Communications Strategy: Commissioner Ramaker proposed a communication plan. Commissioner Kiscaden asked if the county commissioners could take the plan back and discuss. Two Commissioners that are assigned to this commission would meet with Administration and Executive Members to have a dialogue. The first second and last item Commissioner Kiscaden will take as an action item. Timeline: 2<sup>nd</sup> week in January and will get back to the commission via email.

Commissioner Maclaughlin moved to table the draft communication plan and Commissioner Skolnick seconded.

Commissioner Kiscaden and Wright will meet and make recommendations back to the commission. Will be sent out ahead of time and reviewed ahead of time.

7/0 motion passes.

- c. Workplan/Strategic Plan: Look through the recommendations, look at the strategic roadmap and make any suggestions and vote to adopt or table the
  - Recommendations: Establish ~~a committee~~ an organizational structure to ~~support project planning and execution. Change to organize and execute the commission's work.~~ To support the commission's work
  - Deepen the commission's understanding of the MN Human Rights Act and the governance of commission through CB and the MN Department of Human Rights.
  - Establish a communications regime
  - Identify and build relationships with complimentary groups and organizations

Commissioner MacLaughlin moved to accept the recommendations as adjusted.  
Commissioner Abbadi seconded.

7/0 motion passes.

**7. Informational Item (s):**

- a. Q & A for Mediation and Conflict Services: Executive Director Moore noted she sent the report ahead of the meeting for review by commissioners. There were a few bumps in the road and Ms. Marschall was able to make the changes. The phone line still hasn't been very busy. Is the phone number imbedded in the United Way 211?
- a. Treasurer's Report: At the next meeting. Ms. Marschall and Commissioner Besile will meet in the new year to go over the budget and procedures. Ms. Marschall and Commissioner Kiscaden will look into past finances.
- b. The Next meeting is on January 17, 2019.

- 6) **Adjourn:** Commissioner Dogo-egeskie made a motion to Adjourn, Commissioner MacLaughlin seconded.

7/0 Motion passes.