

MINUTES
OLMSTED COUNTY HUMAN RIGHTS COMMISSION
THURSDAY, MARCH 16TH, 2017

- 1) Commissioner Dooley called the meeting to order at 7:02 pm in the Olmsted County Government Center, Room 104. Present: Commissioners Dooley, Witz, Belisle, Linkenmeyer, MacLaughlin, Mohamed, Skolnick, Umpierre. Youth Commissioner DeGrand. Olmsted County Commissioner Thein. Director, Mediation and Conflict Solutions Moore. Organizational Development Coordinator Buzard and Director, Intergovernmental Relations Mueller. Absent: Commissioners Mustafa and Thach. Youth Commissioner Uhm. County Commissioner Wright.
- 2) Welcome given to guests. Commissioner Dooley noted that speaker Lisa Tabor would be arriving at 7:30.
- 3) There was no public comment.
- 4) Commissioner Dooley requested an addition and change to the agenda. Mr. Mueller had previously emailed the Commission information about One Olmsted, and invited Pete Giesen, Director of Public Health, to present the information. Informational Item 6 a will be One Olmsted and Ms. Tabor will be Informational Item 6 b to accommodate her schedule. Commissioner Witz made a motion to approve the amended agenda. Commissioner MacLaughlin seconded. All in favor, none opposed. The motion carried.
- 5) Approve/Amend February minutes: Ms. Buzard noted that Commission minutes are now published on the Olmsted County website. Commissioner Belisle asked if minutes should be approved before posting, and there was general agreement. Commissioner Dooley requested change the minutes, specifically to reflect that County Commissioners are ex officio members of the Olmsted County Human Rights Commission, and as such cannot vote. Commissioner Dooley also noted that Youth Commissioners cannot vote either, but are asked to vote, but not to have the vote recorded. Commissioner Dooley stated that the by-laws would need to be changed by a super-majority to allow County Commissioners to vote, and she would entertain a motion to do so at a later date. The minutes were amended to state that Commissioner Dooley seconded the motion to approve the January minutes. Commissioner Julius made a motion to approve the minutes as amended. Commissioner Umpierre seconded. All in favor, none opposed. The motion carried.
- 6) Informational Items:
 - a) Presentation by Mr. Giesen. Mr. Mueller introduced Mr. Giesen and the One Olmsted project. Paul Fleissner, Director of Community Services, requested bringing the issue to the Human Rights Commission. Several county departments worked together earlier in the year to help develop a framework so the work of the county is all-inclusive, through a desire that practices and policies support everyone in the community. This includes reaching out to minorities and delivering services equally. Per Mr. Giesen, Mr. Fleisser brought the idea to the Community Services Advisory Committee after the shootings in San Bernadino, and found a model resolution from Fairfax, Virginia. It defines social, health and racial equity better, and they learned more about health equity and disparities better through the process. It is a "natural fit" for the work they are doing in Public Health, and would like to bring to the Olmsted County Board on April 4th. For all County departments. Commissioner Dooley asked if all the Commissioners had

read the resolution. There was general agreement. Per Commissioner Witz, it “sounds like a worthy cause.” Commissioner Dooley recognized Rebeca Sedarski, Co-Chair of the Journey to Growth Diversity and Inclusion Committee as well. Commissioner Dooley asked if there is documentation required for public health services (there is not) and noted how the whole community needs to be healthy, and the resolution “has her whole support.” Commissioner Umpierre asked if it means living, working and visiting in Olmsted County, and if equity would also affect city employment. Per Mr. Mueller it does not cover the city specifically. Commissioner Belisle asked if there would be resources to study, enforce or promote the resolution. Per Mr. Giesen, it would be a foundational document to start making connections to areas of disparity. Commissioner Skolnick stated he is concerned about statements and resolutions without implementation or action plans. He also asked about “One Olmsted” in quotations and if it is a specific program. Per Mr. Giesen, the resolution is based on “One Fairfax” and is not a program. Mr. Mueller asked for any feedback for revisions, and Commissioner Skolnick requested an action plan and Commissioner Dooley requested removing the quotation marks. Youth Commissioner DeGrand asked what the County can do to enforce, and the answer is that this is meant to start on-going conversations at this point. Commissioner Julius made a motion that we support the Resolution. Commissioner Dooley seconded. Commissioner Julius requested that the Resolution also add LGBTQ to social equity, and that we recommend data or an action plan as well. All in favor, none opposed. The motion carried. Commissioner Dooley requested that the minutes reflect that the Olmsted County Human Rights Commission unanimously supports the One Olmsted Resolution.

- b) Q&A for Meditation Services: Per Director Moore, the number of calls to the Commission's hotline has “steadied off” and “things ebb and flow” with calls based on circumstances in the community. Commissioner Dooley asked if Mediation Services is on the County website, and Ms. Buzard stated it is, along with the logo along with the phone number. Director Moore's email will also be added.
- c) Update on the website: Commissioner Dooley suggested that Commissioners could add photos and biographies to the Olmsted County Human Rights Commission page on the County website. Ms. Buzard requested that Commissioners bring bio information to the next meeting, and she would take photos. Commissioner Belisle requested that Commissioner Dooley let the Commission know about the Commissioners who have recently dropped off, specifically Commissioners Lawson and Thach. Commissioner Dooley noted that there is a waiting list for the Commission and the openings would be filled shortly.
- d) Presentation by Ms. Lisa Tabor on the Intercultural Cities Initiative. Ms. Tabor is the owner of Culture Brokers LLC, an organization that manages inclusion and equity projects. Commissioner Dooley was introduced to Ms. Tabor at Sandra Mean's retirement party, and her work with the Intercultural Cities Initiative has support of Mayo Clinic, the mayor and Rochester City Council president. Ms. Tabor was introduced to the Intercultural City Initiative in 2012 and was inspired to bring it to the US. At that time, 12 cities were involved and now there are 76 world-wide, looking at disparities in cultural diversity. The idea is to build more influence in social and political capital for all. The focus is on a city as “core

jurisdiction” where people can access leaders. The approach is “incentives instead of sticks” and to emphasize a “diversity advantage” in the public domain. The project comes with a toolkit to rate a community through an “intercultural lens” and develop benchmarks against a network of cities. Commissioner Dooley asked what factors of diversity are included, and the answer was “characteristics meaningful to your community.” An example is that Gypsies are very oppressed in European cities and there are specific cultural issues in most communities. Ms. Tabor stated that she is interested in tweaking the tool for the US as our constructs are very different. Other cities in the US have looked at the model but none are considering it at this time. The National League of Cities is exploring with the European Council of Cities, reviewing costs and a funding structure and access to tools. There was general discussion of why Rochester may be a fit, and next steps to consider for Rochester. Commissioner Witz stated our concern as a Human Rights Commission is the 13 protected classes and some of the information didn't seem relevant to their concerns. Commissioner Dooley noted that religion is a significant issue in Montreal, the closest city in the Initiative to Rochester, and the index does not address that issue. Per Ms. Tabor, Rochester City Council Randy Staver has requested a resolution to go to city council. Commissioner Dooley stated that the Human Rights Commission would put the issue on the April agenda, and look at the organization's website and index. Ms. Tabor asked what the role of the Human Rights Commission would be, and Commissioner Dooley stated that the city was looking for a local “champion” organization, and we would look and see if it fits our mission to advocate for the project. Commissioner Dooley requested that Commissioners familiarize themselves with the Initiative for a motion and vote next meeting.

- 7) Treasurer's report: Commissioner Julius noted there were no substantial changes. Commissioner Witz made a motion to accept the report. Commissioner Linkenmeyer seconded. All in favor; none opposed. The motion carried.
- 8) Action Items:
 - a) Adoption and fund allocation for new logo: Youth Commissioner DeGrand passed around the copy of a revised logo. Commissioner Dooley requested that the word “commission” be larger or darker, and noted no funds needed to be allocated at this time. The logo is based on the International Human Rights logo. Commissioner MacLaughlin requested that the font for “Olmsted County” be more classical and a san serif font. Commissioner Dooley made a motion to table approving the logo until another revision. Commissioner MacLaughlin seconded. All in favor, none opposed. The motion carried.

Reports from Commissioners: Commissioner Skolnick asked (in relation to last month's motion to send a letter to Olmsted County Sheriff) if the letter had been written. Commissioner Dooley stated that “it would be far more effective” to ask him (or his representative) to speak to the Commission instead. Commissioner Skolnick also brought up “the attention Mayo Clinic has been getting in the press” about Dr. Noseworthy's comments about prioritizing appointments for patients with commercial insurance versus those on public assistance. Commissioner Julius stated she was not surprised it was Mayo Clinic's goal, but that the remarks were made public. Commissioner Skolnick stated his concern for the impact the statement and news has on protected classes, and Commissioner

Julius agreed, and wondered about writing a letter from the Commission to Mayo Clinic. Commissioner Dooley stated "another option would be to have their Office of Diversity and Inclusion director, Doctor Sharon Hayes come and speak to the Commission. In relation to last month's discussion on police practices in relation to ICE hold requests, Commissioner MacLaughlin mentioned the ACLU group in Rochester's plans "to meet with the Police Chief and County Sheriff about that issue." The ACLU will host and others may join, but they will not be public meetings. Commissioner Julius also asked, in relation to the issue of information about Mayo Clinic's prioritization of appointments for individuals with commercial insurance, if the Commission needed to make a motion to request that Dr. Hayes speak to us. Commissioner Dooley stated that a motion would not be needed. Commissioner Julius asked that if a request to speak is turned down that the Commission revisit the issue next month.

- 9) Adjourn: Commissioner Witz made a motion to adjourn. Commissioner Umpierre seconded. All in favor; none opposed. The motion carried. The meeting adjourned at 8:55 pm.