

Training Options for Grand Rapids Human Rights Commission

	Topic	Resources
Legal Framework, Policy, and Process		
1	Universal Human Rights	United Nations Association of the United States of America, MN Chapter speaker's bureau https://unamn.org/speakersbureau/ Please contact our chapter president, Stuart Ackman (stua@unamn.org) for further information on requesting any of our speakers.
2	Human/Civil/Employment Rights Law in MN	
3	Intro to MN Department of Human Rights	<p>Audel Shokohzadeh Community Engagement Director External Relations Office: 651-539-1088 Cell: 651-283-7068 Email: audel.shokohzadeh@state.mn.us</p> <ul style="list-style-type: none"> • "Getting to Know Your State's Civil Rights Agency" Provides an overview of three core functions of our agency: investigations, equity and inclusion in state contracting, and education/outreach • "Know Your Civil Rights" A deeper dive into how we enforce the Minnesota Human Rights Act and how people can contact us if they feel they are experiencing discrimination or harassment on the basis of their protected class • "Service Animal and Emotional Support Animal Protections" A close look at the protections under the Minnesota Human Rights Act as they relate to people that have service animals and emotional support animals.
4	Introduction to Robert's Rules	
5	Alternative Meeting Processes	
Inter-Cultural Competence/Anti-Racism		
6	Implicit Bias/White Supremacy Culture	<p>FREC – Facilitating Racial Equity Collaborative https://overcomingracism.org/programs/greater-minnesota-partnerships/ FREC seeks ways to connect with and support organizations in Greater Minnesota working on racial justice and equity in their communities. Goals for FREC's Greater Minnesota:</p> <ol style="list-style-type: none"> 1. Help FREC learn about the issues and challenges of racial justice in different parts of the state. 2. Help FREC build new relationships around the state. 3. Support collaborative anti-racism/racial justice work around the state, including financial support 4. Strengthen Minnesota's anti-racism infrastructure. <p>In 2021 FREC is offering grants of up to \$2000 to support organizations and community groups in Greater Minnesota working to address racial justice and equity in their community. Local partners would take the lead in planning and implementation. FREC would co-sponsor the event, which would include financial and logistical support.</p> <p>We accept applications on a rolling basis and review them once a month to be brought to the FREC Steering Committee for final approval. Applicants will be notified within 2 months of receipt of their proposal. For inquiries, please email info@overcomingracism.org. To apply, please fill out the online application.</p>
Perspectives and Experience of Protected Classes		
7	Indigenous Rights <ul style="list-style-type: none"> • Relations with Sovereign Tribal Nations/ • Treaty Rights • Ainishinaabe World View 	
8	Civil and Human Rights in the Work Place: work place discrimination	

9	Physically disabled	HRC met with Myrna Peterson July 2021
10	Mental health as a protected class and related discrimination	
Current Issues		
11	Grand Rapids Police policies, training, interaction practice	
	Grand Rapids City staff policies training, interaction practice	<p>Resources from the League of MN Cities: https://www.lmc.org/resources/race-equity/ https://www.racialequityalliance.org/</p> <p>LMC recommendations on Key actions for cities to consider in addressing racial inequities:</p> <ul style="list-style-type: none"> • Explore the demographic history, including the racial history, and current demographics of the community. • Normalize the topic of race through hosting facilitated conversations among city staff, elected leaders, and in the community (e.g. book or film and discussion events). • Identify local partners/community groups to engage in conversation about the experiences of people of color in the community. • Collect and analyze data on city services by race (e.g. geographic data on where park improvements have been made or where trees have been planted by the city). • Organize training for staff and elected officials that focuses on developing shared terminology and concepts of race and race equity (e.g. implicit and explicit bias). • Identify staff and elected officials for an internal equity team; consider who is passionate for and interested in the work. Include employees and other officials of color. <p>Resources to support the work</p> <p>The League has compiled a variety of resources to support cities in their work of advancing racial equity. They can be used to help the work of getting comfortable talking about race and examining programs and policies with an equity lens. Cities have used the following materials as foundations for dialogue among city staff and in the community.</p> <ul style="list-style-type: none"> • Race: Power of an Illusion (PBS series looking at the history of racism in the U.S., questions of whether race is biology or a social construct, and housing policy) – for film and discussion groups. • Zootopia – for film and discussion groups about diversity and inclusion. • White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo – for employee book club discussions. • A Good Time for the Truth (essays by Minnesotan authors who identify as people of color) – for discussion groups. • Implicit Bias: Peanut Butter, Jelly and Racism (PBS video) – for employee and elected official training sessions. <p>These are just a few examples. For the complete list of materials, including books, films, podcasts and short video clips please contact Rachel Walker at walker@lmc.org.</p>