

MINUTES

Tuesday, October 2, 2007

**Sioux Falls
Diversity Council**

1:30 p.m.—3 p.m.
Instructional Planning Center
201 East 38th Street

Attendees: Mayor Dave Munson, Dr. Pam Homan, Carol Twedt, JR Castillo, Betty Oldenkamp, Jodi Schwan, Julie Waage, Sara Weber, Qadir Aware, Chief Doug Barthel, Joel Niemeyer and Pastor Dwayne Williams,.

Staff: Dr. Bill Smith, Instructional Support Services Director, Jeff Munce, Human Relations Manager, and Carol Garry, Human Relations Assistant.

1. Welcome

- Munce informed the group about training money available through a grant received by the Human Relations Commission. The Commission received this \$3000 grant due to its Fair Employment Practices contract with the Equal Employment Opportunity Commission. The City would like to use this grant money to fund a project with the Diversity Council, providing it was to inform employees and employers of their non-discrimination and anti-harassment rights in the workplace. These are also the conditions of the grant as described by the EEOC. The grant period runs from September 17, 2007, through July 3, 2008. Munce requested the group share ideas with him for outreach/training activities that inform the local community regarding employee/employer rights/responsibilities.

2. Bylaws

- The group reviewed the bylaws. Munce broke out Article VI into different sections; otherwise everything is as previously discussed. He added agenda and minutes under Article IV. This gives the responsibility of preparing minutes and agendas to a party specifically; in this case the Human Relations Commission executive staff.
- Article III, Section 2 lays out the standing members; Section 3 defines at-large members. Two individuals invited to be at-large members are present at the meeting today. Discussions at the last meeting indicated the third at-large member would be a representative from Avera. The individual discussed at the last meeting did not return any phone calls. Dr. Smith indicated an individual from Sanford should be considered and discussions with Sanford showed an interest in being represented on the Diversity Council. Discussion followed whether both communities need to be represented and since Sanford has shown an interest that would be the one to pursue. Waage stated that there is a chance that the person replacing her office with SHRM in 2008 would be from Avera. Aware feels there should be representation from the Native American community on the

Chair: Betty Oldenkamp

Vice Chair: JR Castillo

MEDIA COMMITTEE
Committee Chair
Committee Vice Chair

DIVERSITY CONF. COMMITTEE
Committee Chair
Committee Vice Chair

UNNAMED COMMITTEE
Committee Chair
Committee Vice Chair

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Diversity Council. Dr Homan feels they are being represented by the Multi-Cultural Center representative. Aware agrees but does not believe the Native American community would agree. Dr. Smith stated that because there are other cultural groups not being directly represented, the Diversity Council needs to help these groups realize they don't need specific representation on the Council. There will be opportunities for them to be involved with development through the Council's focus groups. Of the classes defined by SF Ordinance Chapter 21 1/2, religion is represented by an at-large member, Pastor Williams and disability through Paralyzed Veterans of America. The others are represented by the Multi-Cultural Center and Lutheran Social Services. Aware still feels Native Americans need their own representation. Twedt feels that the representation on the Council can adequately advocate for all protected classes. Pastor Williams feels that groups not represented on the Council can be members of an advisory committee to the Council. This would provide the channel of communication from the community to the Council. Dr. Smith stated it would be similar to the focus groups implemented with the former task force. Also once the Council determines which projects they would like to accomplish for the year, different groups will be involved with carrying them out. The decisions that were made on who to include on the Council considered what groups/organizations had the clout to get projects developed.

- Notice was a concern at the last meeting. Notice has been added in several areas; notice of no less than ten calendar days, prior to the next regular or special meeting, shall be given to the standing members when voting on the establishment of an at-large member; ten days notice for the removal of an at-large member; and thirty days advanced notice to amend by-laws.
- There are several areas where the at-large members were excluded by the phrase 'standing members'. This will be changed to 'members' (i.e. Article III, Section 3, Section 5) All sections will be reviewed and changed to 'members' and not have any distinction between standing and at-large members.
- With no further discussion on the draft bylaws the group moved into developing the mission statement. Dr. Homan read Rochester's statement and felt the word 'inclusive' should be part of our mission statement. Others felt advocacy, awareness, respect, embrace, foster, leadership, create and outreach are key words to be considered. A productive discussion followed. The group decided on: Our mission is to create an inclusive community.
- Develop duties and responsibilities. Oldenkamp listed possibilities: develop/facilitate awareness activities, convening stakeholders to identify problems/challenges and solutions, establish clearinghouse for diversity activities, coordinate/collaborate community efforts, lifting up the enrichment that comes from diversity, celebration of cultures. Discussion followed. The following are the duties and responsibilities of the diversity council: 1. Developing and facilitating awareness activities, 2. Convening stakeholders to identify challenges and solutions, 3. Establishing a clearinghouse for diversity activities, 4. Exploring

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partnerships that support the mission of the Diversity Council, 5. Promoting and celebrating the enrichment that comes from a diverse community.

3. Discuss media coverage on the creation of the Diversity Council.

- Article IV, Section 1, all meetings shall be open to the public; Aware asked how the notice will be sent out. Public Notice will be sent out by the City. The meeting calendar will be sent to the City Clerks Office and the Clerks office will include it with their Notice of Public meetings sent to the media. The County can do the same. Special meetings will be handled in a different manner.
- Dr. Homan feels a joint announcement to the school board and the city council is appropriate. November 13th is the next time both bodies meet. This would be the right time to announce when the first focus group meeting will be scheduled. An email will be sent out to the most recent list of task force members.
- Dr. Homan would like to see focus group meeting where they are comfortable and would feel included, unlike meeting at IPC or City Hall; take the meetings where the groups are and at the time they can meet.
- Suggested, depending on the weather, the Diversity Council could make the announcement at the 'diversity wall' by the river on 9th Street. This would take place late morning on the day the Mayor and Dr. Homan take the information to their board/council. It would be nice if the logo would be ready to use by then, too.

4. Discuss Diversity Council logo options

- Munce and Dr. Smith did discuss the need for a logo, something to associate with the Diversity Council. Dr. Smith approached Henkin Schultz and they are interested in continuing the relationship established with the task force.

5. Adopt bylaws

- In order to move forward with the vote on the at-large members and the election of officers, the bylaws need to be adopted. A concern about seeing a final version of the draft bylaws was discussed and it was determined the two actions to be undertaken have not changed significantly from the draft version.
- Carol Twedt moved to adopt the bylaws as amended today; Betty Oldenkamp seconded. The vote was: Twedt – y, Barthel – y, Weber - y (for SF Chamber of Commerce President), Waage – y, Mayor Munson – y, Niemeyer – y (for Paralyzed Veterans of America Government Relations Director), Dr. Homan – y, Oldenkamp – y, Aware – y. Motion passed, the bylaws were adopted as amended.

6. Vote on at-large members

- Dr. Homan moved to bring on JR Castillo and Pastor Williams as at-large members. Mayor Munson provided the second. The vote was unanimous.
- JR will serve a three year term and Pastor Williams will serve the 2 year term.

7. Elect Chair and Vice Chair

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- Carol Twedt nominated Betty Oldenkamp for Chairperson; Chief Barthel seconded. Mayor Munson nominated JR Castillo to serve as Vice Chair. His experience with the task force will assist Oldenkamp as the Chairperson. Dr. Homan seconded. A vote was taken for both chair and vice chair. The vote was unanimous.
8. **Set next meeting date:** Tuesday, November 6, 2007, at 1:30pm at IPC. The stakeholder group meeting will be scheduled for Thursday, November 29, 2007, at 9am at Multi-Cultural Center.
 9. **Adjournment: The meeting adjourned at 2:50pm.**

Minutes respectfully submitted by Jeff Munce.