

MINUTES

Tuesday, April 1, 2008

**Sioux Falls
Diversity Council**

1:30 p.m.—3 p.m.
Diversity Council Office
City Hall, 224 W. Ninth Street

Attendees: Jodi Schwan – for Mayor Dave Munson, Betty Oldenkamp, Chief Doug Barthel (left at 2pm), Qadir Aware, Clara Jacob, Teresa Frederick, Carol Twedt, Dr. Bill Smith – for Dr. Pam Homan, Evan Nolte, Ryan Green, and Peggy Canter (left at 1:45pm.)

Public Present: No public was present.

Staff: Jeff Munce, Human Resources Manager and Carol Garry, Human Relations Assistant.

1. Welcome

- Chairperson Oldenkamp called the meeting to order at 1:35 pm with roll call.

2. Approval of Minutes

- Barthel moved to approve the minutes from the January 3, 2008, meeting; Nolte seconded. The minutes were approved by unanimous vote as presented.

3. Election of at-large member – Peggy Canter

- Twedt moved to nominate Peggy Canter to replace JR Castillo as the third at-large member. Barthel seconded. Canter was approved as an at-large member to the Diversity Council by unanimous vote.

4. Vote on Vice Chair

- With the resignation of JR Castillo from the Council the Vice Chair position is vacant. The nominating committee met and is recommending Clara Jacob as the candidate to fill the vacancy. Aware moved to nominate Clara Jacob as Vice Chair of the Diversity Council; Green provided the second. Jacob was elected Vice Chair by unanimous vote.

5. On-going Business: Discuss draft bylaws with Public Input defined.

- As directed at the January 3rd meeting, staff put together a redraft of the bylaws to address public input outside the stakeholder meetings.
- Other options discussed included:
 - Diversity Council meetings closed to the public to allow the Council to get their work done without outside interruptions
 - Allow public to attend, but not allowed to address Council

Chair: Betty Oldenkamp

Vice Chair: Clara Jacob

STAKEHOLDER COMMITTEE
Betty Oldenkamp
Clara Jacob
Carol Twedt

DIVERSITY CONF. COMMITTEE
Clara Jacob – Co-chair
Tracy Vik – Co-chair
Olimpia Brum – Co-Chair

CHAMBER PROGRAM COMMITTEE
Evan Nolte
Jodi Schwan
Qadir Aware
Carol Twedt

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- Allow public to attend and address the Council.
- Allow the Chairperson the flexibility to determine when/how the public can communicate with the Council
- Changes to the bylaws include:
 - Article IV, Section 1. – Regular Meetings – Added “Public input will not be received at these meetings, unless requested by the chairperson.”
 - A section addressing public input was added. Section 9. Public Input states:

The public is encouraged to give input to the Diversity Council members. The Diversity Council will hold periodic stakeholder (public input) meetings to solicit and gather public input. If the public intends to give input outside the stakeholder meetings, this may done individually to members or through the Diversity Council office. Upon receipt of public input, which is not received during the stakeholder meetings, the following steps will be taken:

 - a) The Diversity Council staff or member receiving the public input will notify the chairperson or relay the public input at the next regular meeting of the Diversity Council.
 - b) The chairperson, upon receipt of a notice of public input will either assemble a Diversity Council subcommittee to assess the appropriate response to public input or add as an agenda item the dissemination of the public input to the next regular meeting of the Diversity Council.
 - c) Each regular meeting of the Diversity Council will also have a designated time in the agenda in which Diversity Council members or staff may communicate public input which has been received.
- The bylaws require 30 days notice to formalize changes to bylaws; therefore the approval vote will have to be at a later meeting.
- Smith stated that it is important not to send the message to the public that we don't want to hear from them, but at the same time, we don't have enough time at four meetings a year, 1.5 hours per meeting to accomplish everything that needs to be done to allow the public time at these meetings; that is what the stakeholder meetings are set up to do.
- Green feels that having a limited time for public comment (3-4 minutes) at the Diversity Council meetings is a good idea. He is uncomfortable about not adding public comment during the meeting. His experience on other boards shows a need to have a simple way for the public to communicate with this board.
- Twedt was unable to attend the last meeting so she was unable to add to the discussion at that time. She doesn't see why we would want to add anything to the bylaws that restricts public comment. Since the Council represents the

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community, and the meetings need to be open. She urges the Council to keep the meetings open.

- Aware feels the Council can keep the meetings open to the public and restrict the time allowed for the comments similar to the City Council meetings. The Diversity Council is considered the key people for many and they want to take their concerns to those key people who can take action. If their concern will take longer than the time restrictions, then another meeting can be set up to hear their concerns.
- Smith feels the public's concern is better served by them approaching a Council member outside of the meeting. This would give the Council, in a subcommittee format, time to research solutions.
- Jacob feels that the people who we would be dealing with would feel disenfranchised or might not be comfortable going through a complicated process to get on the meeting's agenda. The Diversity Council needs to make every opportunity to have an open/responsive process.
- Munce would like to be sure the chairperson has the flexibility to control the meeting when it comes to when and how long any public comment would be taken.
- Consensus is to remove the language in Article IV, Section 1. that states "public input will not be received at these meetings."
- How does the public find out about the Diversity Council Meetings? Currently the meetings are listed on the Human Relations Commission's Diversity Events Calendar. Eventually the information regarding the meetings will be on the Diversity Council's website, including past minutes and agendas. Unfortunately this information is not available for those who do not have access to the internet.
- Barthel is concerned that if the public starts coming to these meetings hoping to address the Diversity Council, the meeting time would have to be extended, but also, why have the stakeholder meetings?
- Consensus that we should make the Stakeholder meetings available to everyone who is interested by conducting them when and where the community can easily attend.
- Twedt stated that part of the Council's mission statement is to be inclusive; how can we be inclusive if we don't allow public comment at the Council's meeting?

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- Discussion involved how community members are allowed to address the Council. Do they make contact ahead of time or just ask to speak at the public comment time (agenda item: Public Comment.)
- Jacob feels the public should be allowed to make their statement even if they don't get to the meeting until after the public comment agenda item has passed. There should be some flexibility within reason to allow late comers a chance to address the Council.
- Munce will review what the draft contains and make the necessary changes to reflect the Council's feelings on public comment.

6. Discuss recommendations of Stakeholder Meeting Subcommittee

- Subcommittee members, Aware, Jacob, Frederick, Munce & Smith met on January 18, 2008, to put together a priority list for the Council's projects (see meeting minutes distributed with today's meeting materials.)
- Education/Training
 - The subcommittee recommended the Diversity Fair model be used again this year to provide the business community education on diversity awareness.
 - Translators – Need to promote to the public what is available and include the for profit and the non-profit alternatives.
 - Oldenkamp asked if you could add an 'employing people with disabilities' and a housing track to the existing Diversity Fair model.
 - Jacob feels there needs to be that more intense training that isn't done at the diversity fair; something that will change attitudes and biases.
 - One focused effort will make supporting the efforts by the business, government and education communities easier.
- Advocacy/Networking
 - Advocate groups are looking for a place to meet, with an office and a phone. Aware gave an example of two Hispanic advocate groups that he has been working with.
- Information/Resources
 - Diversity Council website
- Community Stakeholder Meetings
 - Provide meeting time that the community can attend and how many times to meet per year.
- Chamber Program

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- Discussed ways to include the Chamber of Commerce in the Council's activities. An example was a passport program. The intent of the program would be to encourage the community to patronize each of the Chamber's participating restaurant members and also encourage Chamber membership from more of the ethnic restaurants.
 - Employing People with Disabilities
 - This topic was on several Council members' lists.
 - There are many advocacy groups in the area willing to help create programs to support this initiative.
 - Green sees a need to educate the people with disabilities and support existing programs
 - Green will put together a resource list of the agencies and programs that exist already
 - Housing
 - This area covers many topics; homelessness, affordable housing, discrimination in race, disability and socio-economic class/poverty
 - People need a place to go to complain about housing issues
 - Several agencies that deal with housing issues could get together and organize their efforts.
 - Media Campaign
 - Discuss resources available to community
 - Tie media campaign to the Council's programs and initiatives.
7. Create subcommittee for Diversity Council Project(s)
- Education/Training: Frederick, Vik (School District), Jacob, Munce, Medema (Chamber)
 - Advocacy/Networking: future action
 - Information/Resources: Smith, Green, Munce, LSS (Aware if LSS not available) & Help!Line Center
 - Community Stakeholder Meetings: Oldenkamp, Jacob, Twedt
 - Chamber Program: Aware, Schwan, Nolte, Twedt
 - Employing People with Disabilities: Green and Oldenkamp
 - Housing: future action
 - Media Campaign: Tie in to events as they evolve. Henkin Schultz is still interested and Lamar will want to be included.
8. Set Next Meeting Date

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- The Council agreed to add two more meetings – May 6 & June 3 @ 1:30 in the Diversity Council Office (Human Relations Conf. Rm.)

9. Adjournment

- The meeting was adjourned at 3:10pm.

Action Items:

Subcommittees will meet and report at the May 6th meeting.

Minutes respectfully submitted by Jeff Munce.