

MINUTES	Thursday, January 14, 2021 at 12:00 PM	
Human Relations Commission Meeting	Commission Room 1st Floor—City Hall 224 West Ninth Street Sioux Falls, South Dakota or by teleconference at (605) 367- 8898 Code 526-7047	

BOARD MEMBERS PRESENT: Nassir Yemam, Bill Wood, Anny Libengood, Megan Grode Wolters
PRESENT BY PHONE: Ryan Chase, Megan Myers
BOARD MEMBERS ABSENT: Karen Gourley, Justine Schoolmeester, Alex Ramirez, Kassidi Smith
STAFF PRESENT: Sharla Svennes

CALL TO ORDER

A quorum being present, the meeting was called to order at 12:04 p.m.

APPROVAL OF MINUTES

A motion was made and seconded to approve the minutes from the December 10, 2020 meeting. Motion passed by unanimous vote.

BUSINESS OR PENDING ISSUES BROUGHT BEFORE THE BOARD

Discussion on Potential Awards or Community Member Recognition: Libengood moved to have this agenda item moved to the end of Business or Pending Issues Brought before the Board, after item 4(D). Grode Wolters seconded the motion. Motion passed by unanimous vote.

Communications Discussion, BryAnn Becker Knecht: BryAnn is the Communications Coordinator for the Mayor’s Office. She was invited by Daniel Haggar to speak at this meeting after HRC members expressed interest in having and maintaining a social media page. BryAnn would like to know more about the HRC’s communication needs and efforts in order to generate ideas. BryAnn would say generally it’s not an option for boards to have social media pages because of the City staff time that would be required to maintain all such pages. Libengood indicated the HRC would like to share different speakers and HRC projects on CityLink or City social media page. Grode Wolters says meetings are public, but HRC wants to know how to make them accessible and available to everyone since many people cannot attend during the day, and it is also important to simply let public know about the option of bringing a complaint to the HRC. BryAnn indicated that the Communications Marketing Team could respond to requests to post videos and announcements, and talk with HRC about a Communications strategy. Wood says it’s the HRC’s role to help people who have been discriminated against, and it’s an important function of the City to make sure people are aware of HRC’s existence. Wood says that Brookings and Vermillion have similar boards, and he knows that Brookings has done quite a few things locally to make sure people know about board. Megan Myers has Human Relations Department page pulled up; used to share a lot about education (to know if they’ve been discriminated against and what to do); used to educate

landlords and employers about what not to do; shared the civil rights updates with the public; recruiting more diverse members. Per B, HR Office has Facebook page, which was last updated January 2019. Megan GW, how does the HRC have access to get info out via media; may want to have committee to meet with whoever in the City has power to share stuff, need to know who their contact would be for that (BryAnn, Grace Holsen?). B like the idea of a committee/subgroup responsible for this piece. B will check on who will be their point of contact for that. Megan GW says they haven't known who to even go to in order to get info out. Megan M. wants to know how other departments get info out (Health, Parks); she really doesn't see HRC work being all that different from this. B says she needs to get more guidance on the process for boards (versus internal City of Sioux Falls departments, which have their own teams dedicated to department communications). Megan GW says HRC is wanting to support our office since we don't have the staff other departments have to focus on communications. Megan GW and Anny say they think it makes sense to have a subcommittee.

Discussion Regarding Sustainability Master Plan Steering Committee, Holly Meier: Holly is the City of Sioux Falls Sustainability Coordinator. Holly was invited by Libengood to speak regarding the Sustainability Master Plan and the focus this year on equity, which is a big part of sustainability. Holly shared PowerPoint presentation, as attached to these minutes. Holly indicated that equity is a core component of sustainability. For purposes of her position, equity means protection from environmental hazards and access to environmental benefits for all, because it is often lower income neighborhoods, communities of color, and marginalized communities that experience the most significant impact from such hazards. Holly indicated that they want diversity at the table with updating the Sustainability Master Plan. The Steering Committee will lead the charge on this update. It will consist of 20-25 stakeholders, many not City employees. There is an application for open residents interested in joining the steering committee. Holly indicated that open application is supposed to close on January 15, 2021, but they can be flexible if HRC knows of people who want to apply and need more time. Holly said she is very interested in hearing any tips HRC may have for getting more diversity on the Steering Committee. Myers indicated that she is happy to hear about this environmental equity/justice piece, as we know that lower economic communities are inequitably impacted by negative environmental events. Myers asked whether there will be policy changes made based on the Sustainability Master Plan, and Holly responded that it is the goal to address and change policies as needed to meet sustainability goals.

Update from Board Diversity Recruitment Committee: Libengood indicated that the committee has had two meetings since the last HRC meeting. They invited Alicia Roy from Lutheran Social Services to join the committee, and she accepted the invitation and was in attendance at this HRC meeting. Libengood indicated that the committee has talked about the "why," which is to ensure boards are representative of the people they're serving. They have talked about the process and accountability, and discussed possibly asking each City board to do an internal audit to see what the board makeup is compared with census data, to show where there are disparities. Grode Wolters did a Google search for other cities with similar efforts, and found that Fort Collins, Colorado and Newark, Delaware have had similar initiatives. Grode Wolters obtained information and documents from both cities, which showed that the committee is on the right track, and also that City buy-in is essential. Libengood stated that the next step is to schedule another meeting to clarify the process going further. Committee asked what their avenue is for communicating messages to the public, and Svennes responded that she is available to answer legal questions and convey messages regarding communications needs in order to utilize City communications resources as available to the HRC.

HUMAN RELATIONS DIVISION STATISTICS

A motion was made and seconded to move this agenda item, and the other remaining agenda items, to next month's meeting due to time constraints. Motion passed by unanimous vote.

CIVIL RIGHTS UPDATE

A motion was made and seconded to move this agenda item, and the other remaining agenda items, to next month's meeting due to time constraints. Motion passed by unanimous vote.

PUBLIC INPUT

Alicia Roy from Lutheran Social Services was present as part of the Board Diversity Recruitment Committee, but she did not offer public input. No other members of the public were present to offer input.

NEXT MEETING

February 11, 2021

ADJOURNMENT

A motion was made and seconded to adjourn the meeting.
Meeting adjourned at 1:06 p.m.

Respectfully submitted,

Sharla B. Svennes
Assistant City Attorney
Human Relations/ADA Coordinator