

Human Relations Commission
CMO Conference Room
519 Washington
Minutes
December 20, 2018

Meeting called to order by Werksma at 5:36pm.

Present: Dennis Swartout, Rhonda Kleyn, Chloe Weigel, Reyna Masko, Alyson Brummitt and Louann Werksma, Lindsay Hartman, Barbara VanHorsssen, Christian Hudson and Wes McGee.

Absent: N/A

Approval of Agenda: Agenda approved motion by Masko, seconded by VanHorsssen. All in favor

Approval of Minutes: November 2018 minutes approved with one change to Old Business, letter C. First sentence changed to "Masko reminded the group the work she did with an adhoc committee to create the Diversity and Inclusion Statement." Approved as amended, motion to approve made by Weigel, seconded by Masko. All in favor.

Welcome Guests: N/A

There was no business under the general call to the audience.

Old Business

- a. Diversity and Inclusion Statement- The D&I statement was adopted by City Council at the December 3, 2018 regular council meeting. Kleyn will make sure it gets posted to the City website.
- b. Dinner and Dialogue Update-Swartout and Werksma met with Sandy Baker from Gracious Grounds. Gracious Grounds has offered to host a dinner at their facility located at 1515 Despelder. The next event will be Tuesday, January 29, 2019. Gracious Grounds will provide lasagna; the commission will provide drinks and dessert. There is a fairly extensive invite list ready. Masko informed the group that Dr. Davey is interested in hosting a dinner. Werksma will get the info to Masko to pass along to Dr. Davey. The subject of funds and sponsors was brought up again. Werksma reminded the group that the original sponsor forms asked for a two year commitment meaning our 2018 sponsors may be willing to do a second year.
- c. Calendar of Cultural Events-Hartman spoke about the calendar of events she created. She asked the group if they thought it was too inclusive and what the next steps should be? Do we post the calendar on the HRC page? Hartman is going to research what other communities are doing. Masko explained there is calendar on the County website. It was suggested perhaps the City website just have a link to the County page as that may appear more cohesive. Hartman will provide more info at the next meeting.

- d. Public Relations and Communications-Werksma was excited to inform the group she has been made an administrator to the HRC Facebook page so she is now able to post without a City staff person. Werksma stated she is going to add a “meet your HRC members” segment to the FB page.

New Business

- a. Budget-The group discussed the 2019 budget request. There was conversation about how much to ask for. Kleyn suggested the budget request should be conservative as the amount allowed for 2018 was generous and out of the ordinary for Boards and Commissions. Also, there is not a specific amount for specific needs, an arbitrary amount could be turned down and the group will receive zero. Masko suggested the request be higher, she doesn't think our group should follow the protocol of the other Boards and Commissions rather ask for an amount and see what happens. Swartout suggested the annual report should show the past years successes which will demonstrate the group's value and credibility and in turn likely get approval for funding requests as the need arises. No decision was reached.
- b. Agency Updates-VanHorsen reported the next Inspire event for Extended Grace is January 12 at 10am and the topic is Racism. She plans to invite the City Council members. Masko reported about the LEDA summit to take place on June 11, 2019 at the Grand Haven High School. Save the Date information has gone out. A motion was made by Masko to have the HRC recommend to the City that they be a sponsor, it was seconded by VanHorsen. All in favor. Werksma will make this recommendation as soon as she has sponsorship information for 2019. Masko also informed the group that Dr. Joy DeGruy will speak at Hope College on January 21, 2019.
 - 1. Masko also spoke about two separate incidents in the City of Grand Haven in which young black retail workers were treated with disrespect by customers because of their race. Kleyn reminded the group about the Commission's Policy and Procedures regarding complaints and the formal complaint form. Also those complaints can be made anonymously. Kleyn suggested asking the residents if they are willing to fill out the form so it can be documented with the HRC. In at least one of the incidents the employer handled the incident for the employee so there may not be any follow up work on the part of the HRC but having the incidents documented will be a good idea. Masko is going to follow up.
- c. Commission leadership and succession planning-Werksma spoke again about her plan to create a vice chair position. She would like the position to an official one and for the first vice chair to begin in January 2019. The plan would be for the vice chair to take over the chair position on July 1, 2019. No one volunteered to take over in 2019. Masko volunteered to be vice chair until June 30, 2020 taking over the chair position at that time. With the absence of another volunteer Werksma agreed to this. The vice chair will write minutes in the absence of the staff liaison and will act as chair in the absence of the chair.
- d. Annual Report-Tabled to January 2019 meeting.

- e. Goals for 2019-Tabled to January 2019 meeting.
- f. 2019-20 Budget request-Decision tabled to January 2019 meeting.

Meeting was adjourned at 6:40pm, motion by Hartman, seconded by Masko.

Next meeting is January 24, 2019