



Irene Gomez-Bethke Papers.

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THE LEAGUE OF MINNESOTA HUMAN RIGHTS COMMISSIONS

4221 Lake Road, Robbinsdale, MN 55422 Telephone (612) 535-1051

Board of Directors:

Ed Lohnes, President, Minneapolis

Wallace Alcorn, Austin
James Einfeldt-Brown, Crystal
Bill Beuning, St. Cloud
Richard Colond, Isanti County
Julie Esoloff, Brooklyn Center
Harvey Guttman, Plymouth
Marion Helland, Golden Valley
Eileen Hyland, Coon Rapids
Joan Isaacson, Rochester
Curt Iverson, New Ulm
Pete Iverson, Eden Prairie
John Kauthold, New Brighton
Ronald Linde, Northfield
Sherry Maddox, Brooklyn Center
Jane McPartland, St. Cloud
Thelma McKenzie, Roseville
Charlotte Nesseth, Brooklyn Center
Larry Nicholson, Moorhead
Sonja Peterson, Shoreview
Linda Mack Ross, St. Louis Park
Sushila Shah, Arden Hills
John Treadwell, Falcon Heights
Neng Yang, Brooklyn Center
Roberta Zanko, Bloomington

Member Commissions:

Albert Lea
Arden Hills
Austin
Bloomington
Brooklyn Center
Brooklyn Park
Columbia Heights
Coon Rapids
Cottage Grove
Crystal
Duluth
Eden Prairie
Edina
Falcon Heights
Fergus Falls
Fridley
Golden Valley
Hibbing
Hopkins
Isanti County
Lake Elmo
Mankato
Maplewood
Marshall
Minneapolis
Moorhead
New Brighton
New Hope
New Ulm
Nobles County
Northfield
North St. Paul
Oakdale
Orono
Paynesville
Plymouth
Red Wing
Richfield
Robbinsdale
Rochester
Roseville
St. Cloud
St. Louis Park
St. Paul
St. Peter
Shoreview
South St. Paul
Stillwater
White Bear Lake
Willmar
Winona
and others in formation

TWENTY-FIFTH ANNUAL CONFERENCE

BUSINESS MEETING AND ELECTION

September 7, 1996

AGENDA

8:00 a.m. - 8:30 a.m.

Roll Call (Sign-In Registration)

8:30 a.m. - 8:35 a.m.

Call to Order - President's Report

Ed Lohnes

8:35 a.m. - 8:40 a.m.

Introduction of Parliamentarian:
Adoption of Standing Rules

Ed Lohnes

8:40 a.m. - 8:45 a.m.

1995 Audited Treasurer's Report

Richard Colond

8:45 a.m. - 8:55 a.m.

Election of Directors-at-Large
Thomas J. Gmeinder

9:00 a.m.

Adjourn

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Sushila Shah, Arden Hills
John Treadwell, Falcon Heights
Neng Yang, Brooklyn Center
Roberta Zanko, Bloomington

Standing Rules

LMHRC - 25th Annual Conference

Business Meeting and Election, September 7, 1996

Member Commissions:

Albert Lea
Arden Hills
Austin
Bloomington
Brooklyn Center
Brooklyn Park
Columbia Heights
Coon Rapids
Cottage Grove
Crystal
Duluth
Eden Prairie
Edina
Falcon Heights
Fergus Falls
Fridley
Golden Valley
Hibbing
Hopkins
Isanti County
Lake Elmo
Mankato
Maplewood
Marshall
Minneapolis
Moorhead
New Brighton
New Hope
New Ulm
Nobles County
Northfield
North St. Paul
Oakdale
Orono
Paynesville
Plymouth
Red Wing
Richfield
Robbinsdale
Rochester
Roseville
St. Cloud
St. Louis Park
St. Paul
St. Peter
Shoreview
South St. Paul
Stillwater
White Bear Lake
Willmar
Winona
and others in formation

1. All members must sign attendance list in Verification Sign-In Record Book at Door.
2. All persons who wish to speak must identify themselves, address the chair, and be recognized by the chair before speaking.
3. Only commissioners are allowed to speak.
4. Debate on any subject shall be limited to 2 minutes per speaker at a time. Debate will alternate between pro and con speakers. If no one wishes to speak against a motion, there will be no debate other than the maker of the motion.
5. All motions of 5 words or more must be submitted in writing to the chair.
6. Thomas J. Gmeinder, a parliamentarian/meeting facilitator, will preside over the business portion of the meeting.

JURISDICTION OF THE
MINNESOTA HUMAN RIGHTS ACT

| Protected Classes | Areas | EMPLOYMENT | HOUSING | PUBLIC ACCOMMODATIONS | PUBLIC SERVICE | EDUCATION | CREDIT | BUSINESS |
|--|-------|------------|---------|-----------------------|----------------|-----------|--------|----------|
| RACE | | ● | ● | ● | ● | ● | ● | ● |
| COLOR | | ● | ● | ● | ● | ● | ● | ● |
| CREED | | ● | ● | ● | ● | ● | ● | |
| RELIGION | | ● | ● | ● | ● | ● | ● | |
| NATIONAL ORIGIN | | ● | ● | ● | ● | ● | ● | |
| SEX | | ● | ● | ● | ● | ● | ● | ● |
| MARITAL STATUS | | ● | ● | ● | | ● | ● | |
| DISABILITY | | ● | ● | ● | ● | ● | ● | ● |
| PUBLIC ASSISTANCE | | ● | ● | | ● | ● | ● | |
| AGE | | ● | | | | ● | | |
| SEXUAL ORIENTATION | | ● | ● | ● | ● | ● | ● | ● |
| FAMILIAL STATUS | | | ● | | | | | |
| Local Human Rights Commission Activity | | ● | | | | | | |

AIDING/ABETTING AND OBSTRUCTION = The Act prohibits a person from aiding in a violation of the MHRA, coercing a person to violate the law, obstructing a person's compliance with the Act, or interfering with the Department's performance of its duties.

REPRISAL = The Act prohibits reprisal or retaliation because a person opposed a practice forbidden by the MHRA, filed a charge or participated in matter brought under the Act; or because a person associated with a person or group of persons who are disabled or of a different race, color, creed religion, sexual orientation, or nation origin.

LEAGUE OF MINNESOTA HUMAN RIGHTS COMMISSION

SCHEDULE A

STATEMENT OF RECEIPTS, DISBURSEMENTS AND CHANGES IN CASH BALANCE Year Ended December 31, 1995

| FUND | Cash January 1, 1995 | Receipts (Schedule A-1) | Total | Disbursements (Schedule A-2) | Cash December 31, 1995 |
|--------------------------|-------------------------|----------------------------|------------------|---------------------------------|---------------------------|
| GENERAL ACCOUNT | \$ 4,153 | \$ 7,267 | \$ 11,420 | \$ 10,970 | \$ 450 |
| GRANT ACCOUNTS - | | | | | |
| F.R. Bigelow Foundation | 2,980 | 0 | 2,980 | 2,980 | 0 |
| General Mills Foundation | 7,495 | 0 | 7,495 | 7,495 | 0 |
| Bremer Foundation | 20,000 | 0 | 20,000 | 20,000 | 0 |
| McKnight Foundation | 0 | 20,000 | 20,000 | 5,467 | 14,533 |
| Total Grant Accounts | <u>30,475</u> | <u>20,000</u> | <u>50,475</u> | <u>35,942</u> | <u>14,533</u> |
| TOTAL - ALL ACCOUNTS | \$ <u>34,628</u> | \$ <u>27,267</u> | \$ <u>61,895</u> | \$ <u>46,912</u> | \$ <u>14,983</u> |

Accountants' Report

BY-LAWS
LEAGUE OF MINNESOTA HUMAN RIGHTS COMMISSIONS

ARTICLE I - NAME

The name of this organization is the LEAGUE OF MINNESOTA HUMAN RIGHTS COMMISSIONS (hereinafter referred to as "League").

ARTICLE II - PURPOSES

The League shall assist county and other municipal human rights/relations commissions in Minnesota to carry out the purposes of the ordinances or resolutions pursuant to which they were established, and interact with all divisions of the State, and other agencies, involved in the area of human rights/relations.

ARTICLE III - MEMBERSHIP

Section 3.01 The membership year shall run from January 1 through December 31.

Section 3.02 Any Minnesota county/municipal human rights/relations commission (hereinafter referred to as "Member Commission") may become a member of the League upon payment of the League's annual dues.

Section 3.03 Non-Voting Membership shall be available for organizations, community groups, and corporations upon payment of appropriate dues in an amount proposed by the League's Executive Committee and approved by the League's Board of Directors. Non-voting members shall receive newsletters and may attend activities at membership rates.

Section 3.04 Annual dues for Member Commissions shall be levied in an amount based upon per thousand population, according to the most recent census of the county/municipality which the Member Commission represents, rounded to the nearest thousand. The dollar amount per thousand population shall be proposed by the League's Executive Committee and approved by the League's Board of Directors.

Section 3.05 Annual dues shall be payable within ninety days of receipt of a dues statement, which the Treasurer shall mail to commission chairs and/or other designated persons by October 1st of the preceding year. Exceptions to that payment schedule must be authorized in writing by a Board of Directors' Resolution.

Section 3.06 A member may terminate its membership at any time, by notifying the League Secretary, in writing. However, dues shall not be refunded as a result of termination.

Section 3.07 Membership in the League shall be terminated if the member ceases to exist, and may be terminated for failure to pay annual dues in a timely manner. Notification of pending termination will be sent to the county/municipal administrator, and the county/municipal commission chair, or in the case of non-voting members, their authorized representative, by the Secretary thirty days before the League terminates the membership.

Section 3.08 Honorary Membership shall be conferred upon groups or individuals as a recognition of service when recommended by resolution of the Board of Directors. The recommendation for Honorary Membership is to be submitted by the Board of Directors in the form of a written resolution. The written resolution must be submitted by the Board 90 days prior to the next scheduled annual meeting. Honorary members shall have no voting rights, and shall not be eligible to hold any office.

ARTICLE IV - ANNUAL MEETING

Section 4.01 The annual meeting of the League shall be at a time and place to be determined by the Board of Directors not less than ninety days in advance of the meeting.

Section 4.02 Written notice shall be mailed to each Member Commission stating the date, time, and place of the annual meeting not less than forty-five days before the meeting.

Section 4.03 At the annual meeting each Member Commission shall have one vote with regard to the transaction of League business.

Section 4.04 One-third of the membership in good standing and entitled to vote shall constitute a quorum for the transaction of League business.

Section 4.05 Upon request of one-third of the voting members present, or the President, the vote upon any question shall be by written ballot. Tellers shall be appointed by the President for the supervision and tabulation of written ballots. At the conclusion of the vote, and after the results are made known to the body, the written ballots shall be destroyed.

ARTICLE V - MEETINGS OF THE BOARD OF DIRECTORS

Section 5.01 The Board of Directors shall meet monthly, at a time and place they determine.

Section 5.02 Written notice of each Board meeting, stating the time and location of the meeting and the Board's agenda, shall be mailed by the Secretary to each Board member not less than ten business days before the meeting.

Section 5.03 The presence of forty percent of the Board of Directors plus one Board member shall constitute a quorum.

ARTICLE VI - SPECIAL BOARD OR MEMBERSHIP MEETINGS

Section 6.01 Special meetings of the Board or of the membership as a whole may be called at any time by the President or one-third of the members of the Board of Directors, or upon written petition of one-third of the Member Commissions.

Section 6.02 Written notice of a special Board or membership meeting shall be mailed to all Board Members (in the case of a Board Meeting) and to all Member Commissions (in the case of a Membership Meeting) by the League Secretary, giving the date, time, location and purpose of the meeting not less than five business days before the meeting.

ARTICLE VII - DIRECTORS

Section 7.01 The business and property of the League shall be managed and controlled by a Board of Directors.

Section 7.02 There shall be two types of Directors:

- a. District Directors who shall serve two year terms; and
- b. Directors at Large who shall serve one year terms.

Section 7.03 District Directors shall be elected within each of the districts listed in Article VIII below 60 days prior to the League's annual meeting. District Directors must belong to a Member Commission in good standing at the time of their election in the District. Each District shall submit to the League 60 days prior to the League's annual meeting the name of its elected District Director who will represent the District on the League's Board.

Section 7.04 Directors at Large shall be elected by the voting membership at the League's annual meeting. To serve as a Director at Large, a candidate must belong to a Member Commission in good standing at the time of the election at the League's annual meeting.

Section 7.05 There shall be one District Director and one Director at Large for each of the League District outlined in Article VIII below. **However, if any district does not have a person willing to fill the Director at Large seat, that seat may be filled by a person from another District.**

Section 7.06 Member Commissions may vote only on the District Director candidates from their respective district. Member Commissions may, however, vote in all contests for at Large directorships.

Section 7.07 There shall be one additional District Director for each District in which there are four or more commissions.

Section 7.08 Only one member from each Member Commission may be elected to the Board.

Section 7.09 District Directors shall have the following duties:

- a. They shall serve as a communications liaison between their district commissions and the Board, and shall pass along any pertinent information presented at a League Board meeting.
- b. They shall become familiar with, and accessible to, their district commissions.
- c. They shall suggest and/or help implement coordinated workshops, seminars, and other related educational activities.

Section 7.10 Directors at Large shall have the following duties:

- a. They shall provide more extensive representation of suburban and outstate commissions.
- b. They shall communicate to the League and the Board ideas, recommendations and problems faced by particular communities that might otherwise be overlooked.
- c. They shall work with the District Director when the District Director so requests.

Section 7.11 Each District Director and Director at Large is given the power to designate his/her own alternate from their City commission, provided that the designated person has the proper qualifications and belongs to a Member Commission in good standing. The Director shall give the League Secretary written notice of the appointment of an alternate no later than 10 days before the next scheduled meeting date.

ARTICLE VIII - DISTRICTS

The Districts of the League shall consist of the following:

District #1

All Commissions within the counties of Cook, Lake, St. Louis, Koochiching, Itasca, Aitkin, Carlton, Mille Lacs, Kanabec, Pine, Isanti and Chisago.

District #2

All commissions within the counties of Kittson, Roseau, Lake of the Woods, Marshall, Polk, Pennington, Red Lake, Beltrami, Clearwater, Norman, Mahnomen, Hubbard, Cass, Crow Wing, Wadena, Becker, Clay, Wilkin, Otter Tail, Traverse, Grant, Douglas, Todd, Morrison, Benton, Sherburne, Stearns, Stevens, Pope, Wright.

District #3

All commissions within the counties of Big Stone, Swift, Lac Qui Parle, Chippewa, Kandiyohi, Meeker, McLeod, Renville, Yellow Medicine, Lincoln, Lyon, Redwood, Sibley, Brown, Nicollet, Le Sueur, Blue Earth, Faribault, Morton, Watonwan, Jackson, Cottonwood, Murray, Pipestone, Rock and Nobles.

District #4

All commissions within the counties of Rice, Goodhue, Wabasha, Winona, Houston, Fillmore, Olmsted, Dodge, Steele, Waseca, Freeborn and Mower.

District #5

All commissions within the counties of Scott, Carver and Dakota.

District #6

All commissions within Washington County.

District #7

All commissions within Ramsey County, except those commissions within the City limits of St. Paul.

District #8

All commissions within North Hennepin County, including commissions from such cities as Brooklyn Center, Brooklyn Park, New Hope, Robbinsdale, Golden Valley and Crystal.

District #9

All commissions within South Hennepin County, including commissions from such cities as Edina, Bloomington and Richfield.

District #10

All commissions within West Hennepin County, including commissions from such cities as Eden Prairie, Minnetonka, Mound, Minnetrista, Spring Park, Orono, Plymouth, Wayzata, St. Louis Park and Hopkins.

District #11

All commissions within Anoka County.

District #12

All commissions within the City limits of Minneapolis.

District #13

All commissions within the City limits of St. Paul.

ARTICLE IX - ELECTIONS

Section 9.01 The Nominating Committee shall be a standing committee.

Section 9.02 The Nominating Committee shall be comprised of individuals appointed as follows: the Executive Committee shall appoint one member to the Nominating Committee, the Board of Directors shall appoint one member to the Nominating Committee, and those two appointed members shall choose two other individuals to serve on the Nominating Committee.

Section 9.03 Officer candidates shall consist of Board members nominated to serve as officers by the Nominating Committee.

Section 9.04 The Nominating Committee Chair shall present the slate of officer candidates to the Board of Directors at the first League meeting each year.

Section 9.05 Nominations for Directors at Large shall be made from eligible members either from individual district meetings or from the floor at the League's annual meeting.

ARTICLE X - POWER AND AUTHORITY

Section 10.01 The Board of Directors shall have and exercise all power and authority afforded a non-profit corporation by Minnesota law, to the extent that the exercise of such power and authority is not otherwise limited by these By-Laws, the Articles of Incorporation, or the laws governing the League as a §501(c)3 entity.

Section 10.02 The Board alone has the power and authority to bind the League to any contract or engagement, or to pledge its credit, or to render it financially liable for any

purpose and for any amount. This power may be designated to the President and/or the Executive Committee by written Resolution of the Board of Directors for specific activities or events.

Section 10.03 Committees shall be established and eliminated at the Board's discretion by written Resolution.

ARTICLE XI - OFFICERS

Section 11.01 The officers of the League shall consist of a President, Vice President, Secretary and Treasurer, all of whom shall be elected by the Board of Directors at the first business meeting following the League's annual meeting. The Executive Committee shall be a standing committee and shall consist of the League's officers.

Section 11.02 The term of office for officers shall be from the date of election until the first business meeting following the League's next annual meeting. Each officer shall be limited to serving only one term in that particular officer position.

Section 11.03 The President shall be the Chief Executive Officer of the League and shall preside at all meetings and shall supervise, direct, and manage the general affairs of the League.

Section 11.04 The Vice President shall assume the duties of the President at any time that the President states he/she is not available, or for any reason he/she is unable to perform the duties of the presidency. Additionally, the Vice President shall be responsible for planning the Annual Meeting.

Section 11.05 The Secretary shall record the minutes of all League meetings and shall perform any other duties assigned to the Secretary by the Board.

Section 11.06 The Treasurer shall have custody of all funds and securities of the League; shall submit a monthly financial report to the Board; shall present an annual financial report for the year ending and a projected budget for the year beginning (with input from the Board and/or the Budget Committee), at the annual meeting; shall endorse, or cause to be endorsed by a designated agent of the Board, all checks, drafts, notes and other obligations (incoming and outgoing), and shall deposit League funds in financial institution(s) selected by the Board.

Section 11.07 A decision to take action on any item of business that transpires between business meetings of the League shall require a majority vote of the Executive Committee. All such business shall be brought to the attention of the Board at the Board's next meeting.

Section 11.08 The order of succession for the day shall be: President, Vice President, Secretary, Treasurer. In the event of the President's resignation or inability to continue service, the Vice President shall automatically succeed to the office of President, and the position of Vice President shall be declared vacant at the first meeting, with an election for Vice President to be held at the following meeting.

ARTICLE XII - RESIGNATIONS, REMOVALS, VACANCIES

Section 12.01 A Director may be removed at any time, by two-thirds vote of the Board, for malfeasance or nonfeasance; for failure to comply with Article VII; for ceasing to be a member of a county/municipal human rights/relations commission within the previous two years; for failing to attend three consecutive or 60% (whichever is less) of the total meetings held during the League's fiscal year without prior notification to a member of the Executive Committee.

Section 12.02 A Director shall be notified in writing, by the Secretary, of the League's intent to remove him or her as a Director.

Section 12.03 The resignation of any Director shall be made in writing to the Executive Committee. The acceptance of a resignation shall not be necessary to make it effective.

Section 12.04 District Director and At-Large Director vacancies shall be filled until the next Annual Meeting by a Board member selected by a majority of the Board. Members shall continue to serve until their replacement is appointed, except in cases involving violations of Article XII, Section 12.01.

ARTICLE XIII - LOCATION

Section 13.01 The registered office and location at which the general business of the League is transacted and its corporate records are maintained shall be the League's official office, except as otherwise designated by a Board of Directors' Resolution.

ARTICLE XIV - AMENDMENT AND DISSOLUTION

Section 14.01 These By-Laws may be altered, amended or repealed, at any meeting of Member commissions by two-thirds vote of those present. Notice of intent to alter, amend or repeal these By-laws shall be sent to the Member Commissions thirty business days before such meeting.

Section 14.02 If at any regular or special meeting of the League three-fourths of the Member commissions vote in favor of dissolution of the League, the League shall be dissolved.

Section 14.03 Immediately after a vote favoring dissolution, the Board of Directors shall proceed to settle any financial obligations pending against the League and to dispose of all League property.

ARTICLE XV - CONSTRUCTION

Section 15.01 These By-Laws shall be construed consistent with the Laws of the State of Minnesota, the League's Articles of Incorporation, and the laws governing the League as a §501(c)3 entity.

Section 15.02 Robert's Rules of Order, Revised 1983, shall govern the procedure at all League meetings, except as expressly provided in Section 15.01 above.

GUIDELINES FOR PRESENTERS TO THE
NORTHFIELD HUMAN RIGHTS COMMISSION

The Northfield Human Rights Commission invites you to share your concerns and comments on issues that relate to equal opportunity in employment, housing, public accommodations, public services and education, and to full participation in affairs of this community in implementation of the Minnesota Human Rights Act.

We suggest that you express your concerns in about 10 - 15 minutes. If you wish to register a formal complaint, please present it in writing. Commission members may have questions for presenters after their presentation. The Northfield Human Rights Commission will respond within six weeks.

Please notify the Chair of the Northfield Human Rights Commission if any special accommodations are necessary for your presentation. You may access the Northfield Human Rights Commission by mail at 801 Washington Ave., Northfield, MN 55057 or by calling the Northfield City Hall at (507) 645 8833.

THE NORTHFIELD HUMAN RIGHTS COMMISSION

LEAGUE OF MINNESOTA HUMAN RIGHTS COMMISSION 24th ANNUAL CONFERENCE

September 7, 1966

CONFERENCE EVALUATION

| | | | | | | |
|---|--|---|---|--|---|--|
| LOGISTICS INFORMATION: 1. Information about the conference and the registration process was well planned and communicated. | Definitely Agree 5 | Generally Agree 4 | Neutral 3 | Generally Disagree 2 | Definitely Disagree 1 | If less than definitely agree, suggested improvements: |
| CONTENT: 2. The conference content was clear and relevant to my work: | Definitely Agree 5 | Generally Agree 4 | Neutral 3 | Generally Disagree 2 | Definitely Disagree 1 | If less than definitely agree, suggested improvements: |
| FACILITATION: 3. a. The Key Note Speaker was knowledgeable, clear and - presented the subject matter effectively. b. The Plenary Session was facilitated in a clear & effective manner. c. The Business meeting was handled to my satisfaction. | Definitely Agree 5 5 5 | Generally Agree 4 4 4 | Neutral 3 3 3 | Generally Disagree 2 2 2 | Definitely Disagree 1 1 1 | If less than definitely agree, suggested improvements: |
| LEARNING ENVIRONMENT: 4. The conference structure and facilities were conducive to the learning experience: | Definitely Agree 5 | Generally Agree 4 | Neutral 3 | Generally Disagree 2 | Definitely Disagree 1 | If less than definitely agree, suggested improvements: |

5. Would you attend a Regional Idea Exchange meeting? _____yes

Would you host a Regional Idea Exchange meeting? _____yes

6. What additional topics would you like to see presented at future conferences?

7. Please rate the overall value of this CONFERENCE.

Extremely
Valuable
10 9

8

7

6

Moderately
Valuable
5 4

3

2

1

No
Value

8. Other Comments you feel would be helpful:

9. Please provide us with information that describes you:

__LMHRC member

__Local Human Rights Commission member

__Interest in Human rights

__Student

__other (explain):



BIAS CRIME NETWORK

WE ARE & WILL REMAIN
INTOLERANT OF
INTOLERANCE

For more information, contact:

Peter S. Huck - (612) 949-4914 or hukster@aol.com

Prologue (A Minnesota Manifesto)

The Americas were rich in cultural diversity long before the arrival of the first Europeans. American cultures were reflected, by then, in more than two hundred language families, evolved through centuries of migration, intermingling, and the building and changing of traditions. In the relatively short time since the first Europeans arrived, explorers, immigrants and slaves have brought new cultures from virtually all corners of the world, each facing the inevitable challenges of preserving the old traditions, values, and identities while adapting to the new.

Over the last three centuries, the United States has developed ethical and legal commitments to cultural diversity — a bold venture to guarantee individual rights in a multicultural and multiracial society, to develop a bond of unity within the richness of diversity. That venture is bold because cultural interaction and change brings tensions, and it is the challenge of our community to channel those tensions toward creative and positive results, towards unity with diversity.

An Eden Prairie Manifesto

That we, as representatives of Eden Prairie businesses, city government, educational and religious institutions, accept special roles and responsibilities in fostering diversity in our community. We are dedicated to upholding the rights of every individual in our community to freedom, dignity, and security regardless of religious affiliation, race, ethnic heritage, gender, age, sexual orientation, physical or mental ability, or economic status.

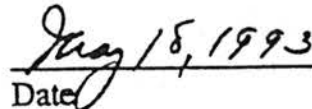
Representing all sectors of Eden Prairie, we publicly declare our intentions:

- to continue the development of a multicultural community which will not tolerate acts of harassment and intolerance;
- to establish, communicate and encourage community standards that respect diversity; and
- to promote acceptance and respect for individuals in an atmosphere of caring for others.

ADOPTED by the Eden Prairie City Council on this 18th day of May 1993.



John Frane
City Clerk



Date

Date

WE ARE AND WILL REMAIN INTOLERANT OF INTOLERANCE

Bias Crime Network may be formed by city group

By Mark Weber

A network of people who can be quickly mobilized to respond when a bias crime is committed may be in the offing in Eden Prairie, a community already known for its response to such incidents.

The city's Human Rights Committee is creating what it calls a Bias Crime Network, a group of individuals and organizations to help provide reassurance and support to bias-crime victims.

From letters sent last month the committee has already drawn interest from at least 16 parties — "Which we think is encouraging to start," said Judy Schuck, committee vice-chair.

The groundwork for that network will be laid Oct. 11, when potential network members meet from 7 to 8:30 p.m. in the Heritage Room of the Eden Prairie City Center.

Eden Prairie's well-publicized response to a December 1992 cross-burning in the yard of an African-American family — a response that included a community candlelight vigil symbolizing EP's commitment to fight racism — has drawn the plaudits of state human rights officials. Along the way, EP officials such as Human Rights Committee Chairman William Jackson have spoken to many city officials in Minnesota who hope to learn from Eden Prairie's experiences.

But Eden Prairie officials such as Schuck believe that more can be done. Creating a broader-based community response to bias or hate crimes, providing more long-term support and reassurance to victims, and continuing to show intolerance for such behavior are just a few of their ideas.

The Human Rights Committee has even discussed the possibility of enacting a local bias crime ordinance along the lines of the state's provision, though the local measure would be limited to gross-misde-

Bias

Continued from front

meanor penalties.

Alone or in sum, those efforts would help show that Eden Prairie is united in opposition to harassment, discrimination and other behavior targeted in particular to minority residents, according to city officials.

"It's all part of our intent to establish a climate in Eden Prairie," Schuck explained. "To be very up front about what is acceptable in this community."

The network idea is still in its formative stages — "We're not 100 percent sure of what this should look like," Schuck admitted. But such a group, in the event of a bias crime, might be called up to offer written or verbal reassurances to victims, or express its feelings through newspaper letters. "So there is quick response, and the individual (victim) feels there is community support," she added.

Such a mission has the support of Police Chief Jim Clark, partly because it builds on the relationship that has been developed between his department and the Human Rights Committee, with officers quickly briefing committee members whenever Eden Prairie crimes contain signs of bias.

"If the effort helps control rumors or helps provide a support system for victims or helps solve crimes, that's appropriate," he said about the network idea. "We've developed a working relationship with the Human Rights Committee over the year, and that's real appropriate, too."

However, he worries about creating the perception that bias crime is a frequent occurrence in Eden Prairie. Two such crimes have been reported in 1994: in separate incidents June 22 and July 5, racial epithets were scratched into or painted onto two vehicles belonging to persons of color.

"I'm not suggesting there isn't bias or hate crime, but sometimes when you hear people talk you'd think it's an everyday occurrence," said Clark. "And that's not true."

"I don't believe Eden Prairie is a hateful community; however, there are people here that could carry that message."

Coincidentally, the two property-damage hate crimes occurred about the time the human rights panel was moving the network idea up on its agenda, according to Schuck, who

said the incidents "gave a timeline: to sending a letter to organizations and businesses in the community."

If nothing else, says Schuck, the discussion about a bias crime network will be an opportunity to talk more about the Eden Prairie manifesto that was adopted by the city in May 1991 and has since been embraced by the school district, chamber of commerce businesses and others.

It is the manifesto — which publicly calls for efforts to create a caring and multicultural community that shows intolerance for harassment and bias — that has helped set EP apart from many cities. "I don't know of any other community that has one," said Schuck.

It is an important document, an one that should be a visible and frequent reminder of community standards, she added. In that sense, more work remains.

"It is clearly a public commitment on the part of many people to communicate what we want to happen here," explained Schuck. "But we are still in a long-range plan for that and have wider dissemination."

BIAS to back page

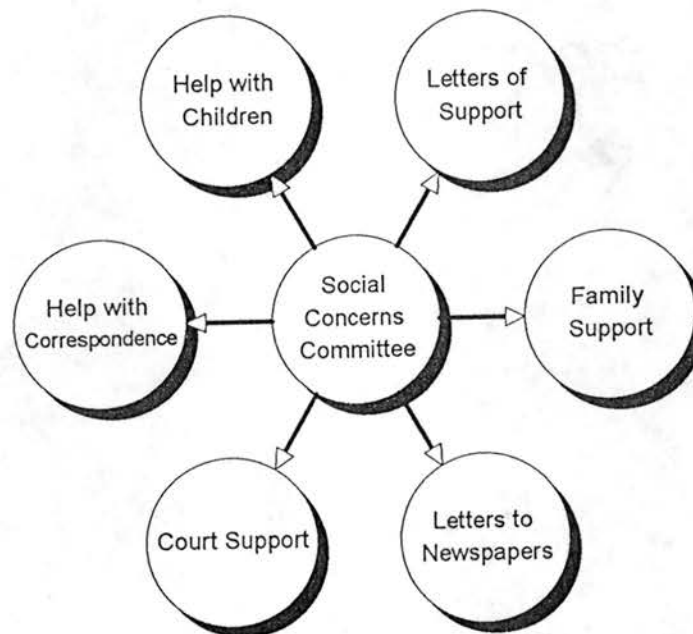
Eden Prairie
BIAS CRIME NETWORK

The goal of the *Bias Crime Network* is to provide immediate response to specific needs when an event occurs and the network is activated.

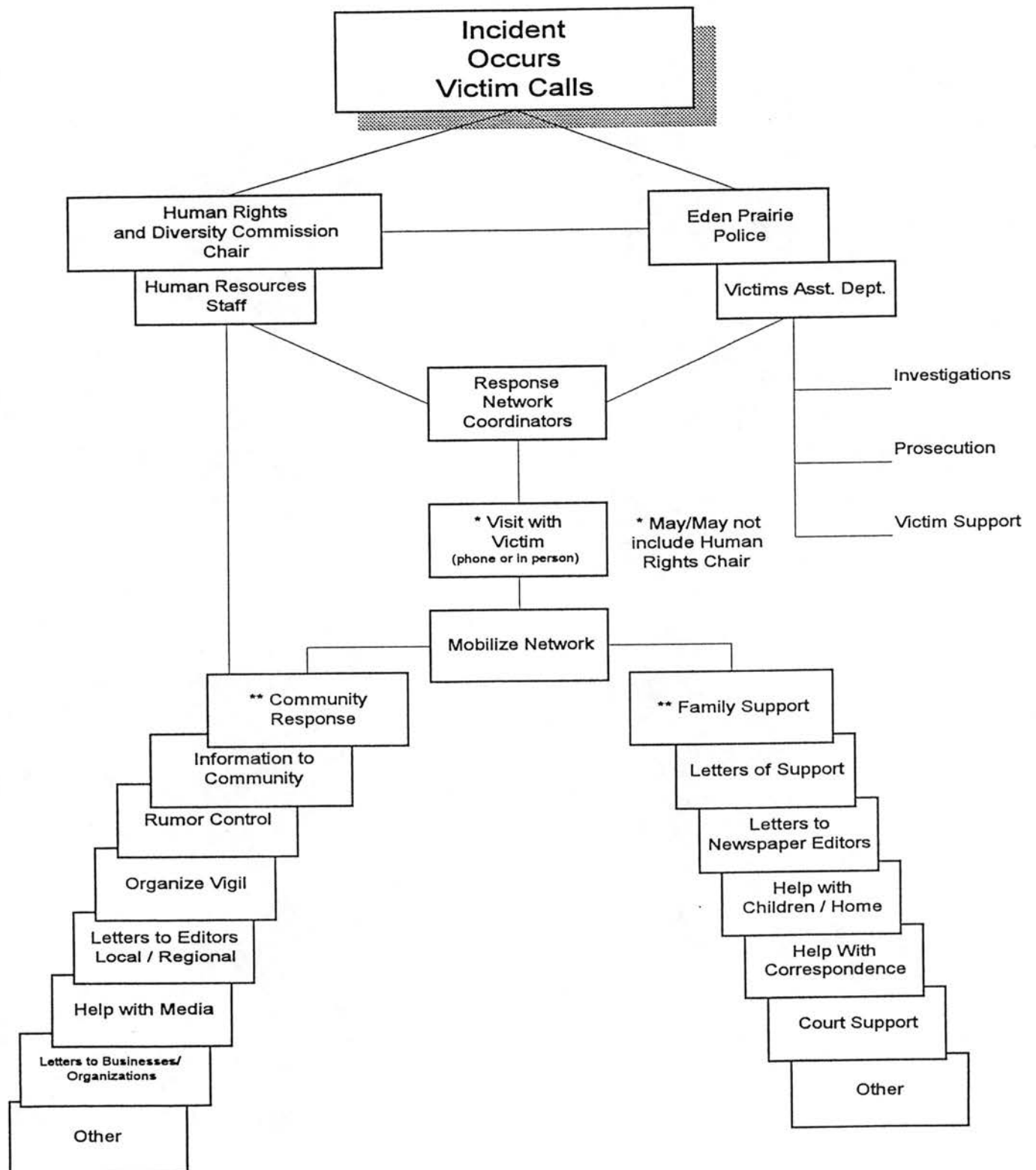
To provide this volunteer support, we are asking your Social Concerns committee to compile a "Resource Directory" that contains a list of volunteers from your congregation/parish who are willing to assist with this effort.

We will depend on the Social Concerns committees at community churches for the initial response, augmented by individuals from the Resource Directory for longer term requirements.

Support Services Provided By The Network



Bias Crime Response Network

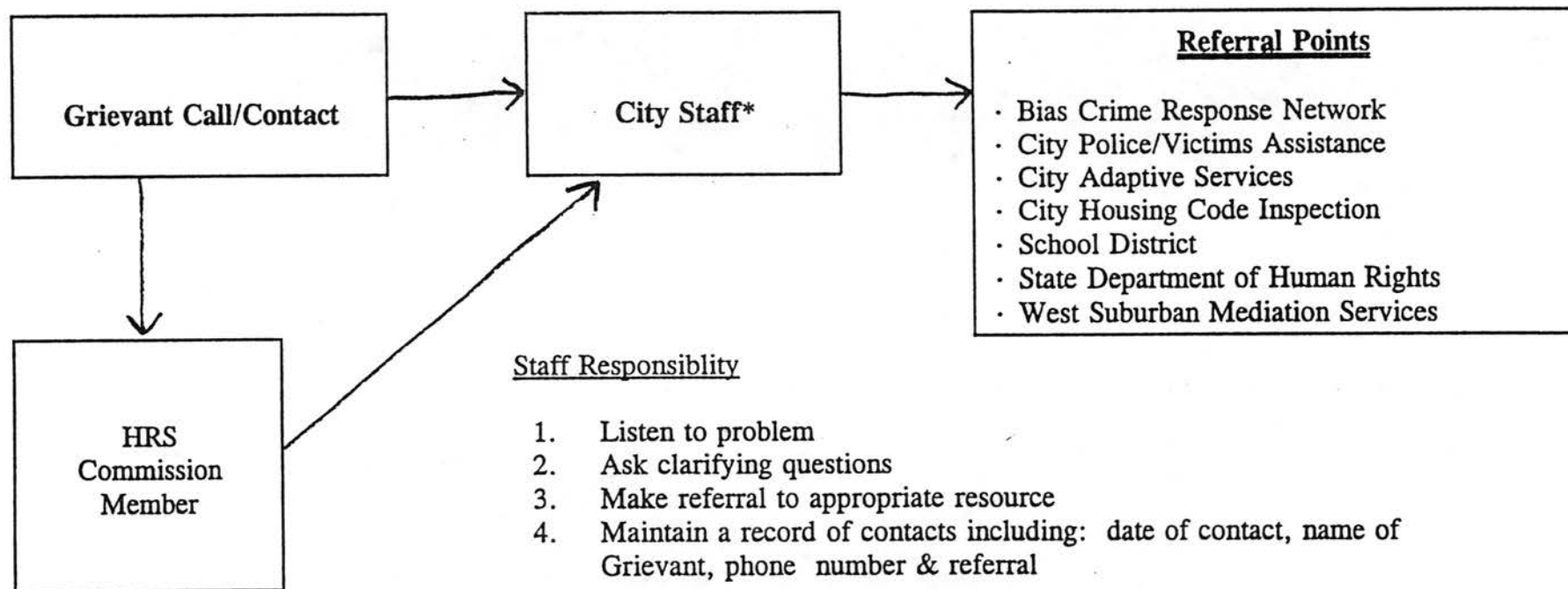


** Select Appropriate Response / Resources

DISCRIMINATION COMPLAINT RESPONSE PROCEDURE

GOALS:

- Provide grievant with expedient referral to appropriate channel of resolution.
- Provide alternative dispute resolution services at the local community level.



Commission Member Responsibility

1. Listen to problem
2. Ask clarifying questions
3. Bring problem to City staff for appropriate action
4. Maintain communication with Grievant as needed

* Contact may be through City Manager, Councilmember, or staff

BIAS CRIME NETWORK

Roles and Responsibilities

Human Rights Chair

- Initiate Communications with
 - victim
 - Response Network Coordinator(s)
- Maintain communications and regular exchange of information - works through staff (Human Resource Director) as needed
 - Commission Human Rights Committee
 - Police staff
 - Response Network Coordinator(s)

Response Network Coordinator

- Visit with/talk with victim
- Determine required support
- Identify resources available through network
- Coordinator resources in response to needs
- Maintain communications with
 - Human Rights Chair/staff liaison
 - Police (if required)
 - Victim

Response Network Members

- Provide support to victim as requested by Response Network Coordinator

Here is the agenda for the first Student Task Force meeting of 1996. Similar programs are planned for the remaining five regional meetings with local participants. Please note the fall schedule and registration form on the reverse side. There is no fee. Refreshments will be furnished.

STUDENT HUMAN RIGHTS TASK FORCE REGIONAL MEETING

Thursday September 26, 1996
9:00 a.m. to 11:00 a.m.

Plymouth City Hall
3400 Plymouth Blvd.
Plymouth, Minnesota

Sponsored and hosted by
Plymouth Human Rights Commission

Facilitated by
League of Minnesota Human Rights Commissions

Welcome: Mitzi Heath — Plymouth Human Rights Commissioner
Virginia Clark — Human Rights Commissioner from Wayzata Schools

Overview: Marion Helland — District 281 Curriculum Specialist and Teacher

Panel Moderator: Morton Ryweck — Project Coordinator, League of Minnesota
Human Rights Commissions

Introduce Panelists — Jacqueline Fraedrich, District 281 Lead Associate for
Student Services

PANEL DISCUSSION

"How Can Students Help Reduce and Eliminate Prejudice and
Celebrate Diversity?"

Panelists: Mary Sam, Chemical Awareness Specialist and Students from
Robbinsdale Armstrong Multicultural Leadership Group

Susan Mingo and Park Center Senior High Students

Fred Tenfingers — *Hands Across the Campus* Coordinator

SMALL GROUP SESSION

Students in small groups participate in an activity: "Ethnic Sharing" and/or "A
Recent Encounter with Race"

Closing: Gary Anderson, Chair of Plymouth Human Rights Commission

1996 FALL SCHEDULE

- September 26 -** Thursday - 9:00 a.m. to 11:00 a.m.
Location: Plymouth City Hall, 3400 Plymouth Blvd.
Plymouth, Minnesota
- October 2 -** Wednesday - 3:45 p.m. to 5:45 p.m.
Location: Winona Senior H.S., 910 Gilmore Ave.
Winona, Minnesota
- October 3 -** Thursday - 3:30 p.m. to 5:30 p.m.
Location: Secondary Technical Center, 802 E. Central Entrance
Duluth, Minnesota
- October 7 -** Wednesday - 3:30 p.m. to 5:30 p.m.
Location: Worthington Public Schools (Exact location to be announced)
Worthington, Minnesota
- October 9 -** Wednesday - 3:30 p.m. to 5:30 p.m.
Location: Holiday Inn - Highway 371 S.
Brainard, Minnesota
- October 10 -** Thursday - 3:30 p.m. to 5:30 p.m.
Location: Moorhead State University (Exact location to be announced)
Moorhead, Minnesota

REGISTRATION FORM

Regional Workshops to Advance Formation of School Human Rights Task Forces

Sponsored by the League of Minnesota Human Rights Commissions

Please detach and return registration form to:

Marion Helland
7720 Winnetka Heights Drive
Golden Valley, MN 55427

_____ Yes, we are interested in attending a regional meeting

| <u>Names</u> | <u>Title</u> | <u>School System</u> | <u>Address & Zip</u> |
|--------------|--------------|----------------------|--------------------------|
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Date and location of workshop you will be attending:

Date

Location

For more information, please call Marion Helland, 612-546-7469 or Mort Ryweck, 612-376-0525

TOGETHER

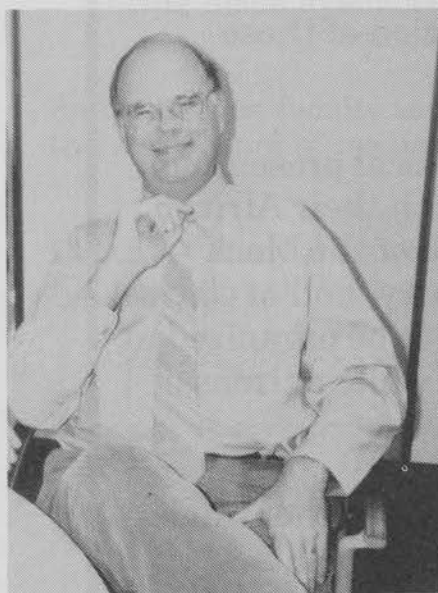
4221 Lake Road, Robbinsdale, MN 55422

Non-Profit Org.
U.S. Postage
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Mpls, MN
Permit # 4364

A Newsletter of the League of Minnesota Human Rights Commissions

Volume 11 No. 1 September 1996

Tom Kuster to deliver keynote address



Tom Kuster, energetic human rights volunteer and pioneering designer of LMHRC organization

Tom Kuster, pioneering activist in establishing the League of Minnesota Human Rights Commissions as a viable organization, will address the 25th Annual League Conference September 7th in Arden Hills.

Kuster was elected a Director of the LMHRC in 1979, shortly after his appointment to the New Ulm Human Rights Commission. In 1981 he was elected to the first of three one-year terms as president of the League. He edited the *Together* newsletter through the 1980's.

In 1983 the Governor appointed Kuster to the "Blue Ribbon" Task Force formed to review the operations of the Department of Human Rights. The group published recommendations, most of which were incorporated into Department policy. In 1986 Kuster helped revitalize the Department's No-Fault Training program and wrote the No-Fault Handbook.

Kuster is currently a professor at Bethany Lutheran Junior College in Mankato. □

Foundation grants spur LMHRC programs

Renewed and first-time foundation grants will enable the League of Minnesota Human Rights Commissions to continue and expand its statewide Campaign Against Hate and Bigotry. The renewed grants received were from the McKnight Foundation (\$20,000); the Otto Bremer Foundation (\$10,000); and the General Mills Foundation (\$7,500). The new grant received was \$10,000 from the Grotto Foundation.

Ed Lohnes, the League's president, expressed "Our deep appreciation to our funders for their continuing support of our vital programs across Minnesota. These funds enable us to broaden our statewide effort to establish new Human Rights Commissions throughout the state, service existing Commissions, and extend our Hate Crimes Response Network."

The League now has 53 Human Rights Commissions throughout the state, with new ones having been established in Duluth, New Hope, Paynesville, Plymouth, Stillwater, South St. Paul, Willmar and most recently in Jackson and Waseca. Citizens' groups, through our initiatives, are now working to establish Commissions in Crookston, Fairmont, Owatonna, Minnetonka, Lakeville and several other communities.

Church arson demands action

America's conscience belatedly begins to stir in response to the 35 burnings of black churches in the South, with contributions toward rebuilding them, and whites of goodwill actually helping rebuild some of the churches. Yet given the scope of these continuing attacks, much more needs to be done, urgently. Our national leadership has been remiss in only exhorting contributions toward rebuilding, and condemnation of these terrorist, racial attacks on freedom of religion.

What is especially needed at this time is the physical presence of whites of goodwill, expressing their solidarity with their African American co-citizens, by directly visiting with all of the black churches in the South, and throughout the country, and of course in our own local communities. These visits need to be organized at the national, state and local levels, so millions of white citizens of goodwill can be mobilized.

Besides visiting with the black churches, hundreds of thousands of white Americans should volunteer to help patrol the black churches with their African-American sisters and brothers, to serve as a deterrent and work preventively against the escalation of these cowardly hate crimes.

From the tragedy of these church burnings may come new viable relationships with the black churches to jointly address ourselves to other pressing social issues that confront not only them, but our society as a whole. This national tragedy may bring a fresh beginning and opportunities to address race relations in America. Are we up to the challenge as these stirrings of conscience begin to appear?

— Morton w. Ryweck, Coordinator of Bias/Hate Crime Response Network, LMHRC
As printed in the Minneapolis Star Tribune 6/24/96

— Morton w. Ryweck, Coordinator of Bias/Hate Crime Response Network, LMHRC
As printed in the Minneapolis Star Tribune 6/24/96

Friday, September 6, 1996
8:00 a.m. - 5:30 p.m.

**Roseville City Hall (612) 490-2200
2660 Civic Center Drive
[Lexington Avenue at County Road C]
Roseville, Minnesota 55113-1899**

The LEAGUE OF MINNESOTA HUMAN RIGHTS COMMISSIONS AND AMERICAN ARBITRATION ASSOCIATION - CENTER FOR MEDIATION are pleased to announce that the required 8 - hour Advance Mediation Training is being made available for Human Rights Commissioners who have already completed the 30 - Hour Mediation Training.

As before, the faculty includes practicing mediators, attorneys and members of the AAA panel of mediators.

Free Parking, coffee, refreshments provided.
Lunch — Many restaurants are nearby (Olive Garden, Byerly's, Burger King, Kentucky Fried Chicken. A complete listing will be available.

REGISTRATION FORM

HUMAN RIGHTS MEDIATION TRAINING
Friday, September 6, 1996

**Attention: Steve North, Assistant City Manager
Roseville City Hall 2660 Civic Center Drive
[Lexington Avenue at County Road C]
Roseville, Minnesota 55113 - 1899**

Name: _____ Phone: _____

Address: _____

City/State/Zip _____

Human Rights Commission/Firm _____

Do you need disabled or other special services? No _____ Yes _____

Please describe _____

DEADLINE FOR REGISTRATION: Thursday, August 22, 1996

You may fax this Registration Form—

ATTENTION: STEVE NORTH, Roseville City Hall Fax # 612-490-2276
Cancellation **must** be received in writing by Tuesday, August 27, 1996.

Saturday September 7, 1996 8:00 A.M. - 4:30 P.M.
Land O'Lakes, Inc., 4001 Lexington Avenue North, Arden Hills, Minnesota

HUMAN RIGHTS IN THE '90's

(Awareness — Education — Action — Responsibility — Implementation — Cooperation)

- 8:00 Conference Registration [rolls and coffee] — Exhibits — Video Presentations
8:30 LMHRC Business Meeting and Election
9:05 **WELCOME** — **The Honorable Dennis Probst**, Mayor, City of Arden Hills
The Honorable John Marty, State Senator, City of Roseville
9:10 **GREETINGS** — **Ed Lohnes**, League President
9:15 **OPENING REMARKS** — **Dolores Fridge**, MN Deputy Commissioner of Human Rights
9:20 **KEYNOTE SPEAKER** — **Professor Thomas Kuster**, First LMHRC President, New Ulm

9:40 **PLENARY SESSION** — **Response to Keynote Address** — **Questions and Answers**
Moderator: **John Choi**, International Lawyer, Human Rights Advocate
Panelists: **Geri Evans**, New Brighton Human Rights Commissioner
John Taborn, Psychologist; Prof. African American Studies, U of M
Fr. Vincent Schwahn, St. Pauls-On-The-Hill/Mission Santo Nino Jesus
Barbara Frey, Executive Director MN Advocates for Human Rights
Constance Potter, Anti-Violence Advocate, Gay and Lesbian Community Action Council
Jeanne Hinz Junge, LMHRC Awardee
Richard Colond, Isanti Human Rights Commissioner

10:55 <Break>
11:00 **WORKSHOP I** — "Human Rights Commissions and Schools Working Together"
- **Marion Helland**

12:15 **LUNCHEON**
SPECIAL GUEST SPEAKER, Dr. David Beaulieu, MN Commissioner of Human Rights
LMHRC 1996 AWARD PRESENTATION AND RECOGNITIONS

1:30 **WORKSHOP II** — Program Sharing - Idea Exchange - Member Commissions
• Overview of Current Minnesota Human Rights Law including Sexual Orientation - **Ken Nicolai**, MDHR
• Local Member Commissions - Idea Exchange

2:45 <Break>
• Human Rights Commissions Combatting Intolerance - **Larry Nicholson**,
John Kaufhold, **Jill Berquist**
• Introduction to Mediation - **American Arbitration Association**
• Treaty Laws - **Lance Morgan**, **Andrew Favorite**
4:00 **WRAP-UP — RECEPTION**

*Continuing Education Credits and CLE Credits Accreditation Approval Pending.

Registration for 25rd Annual LMHRC Conference

Clip and mail this portion along with registration fee to Jane McPartland, Financial Coordinator,
1820 10th Ave. S. # 8, St. Cloud, MN 56301.

Name _____
Street _____
City _____ State _____ Zip _____ Phone(day) _____ (evening) _____
Organization/Affiliation _____
Special Accommodation Needed _____

Please make checks payable to LMHRC. Registration fee: \$45 [includes coffee, rolls, lunch, and workshops]. After August 23, registration fee will be \$55.

COMMISSION SPOTLIGHT

▼ **The Plymouth Human Rights Commission** originated a One Minute 'Commercial' to answer the question, "What is the Plymouth Human Rights Commission (PHRC) and what do they do?"

Answer: "The PHRC is an apolitical Commission consisting of volunteer Plymouth residents appointed by the City Council. There are 9 members; 1 from each of the 4 Wards, 3 at-large members plus 2 members representing the Wayzata School District (#284) and the Robbinsdale School District (#281).

Our **purpose** is to promote equal opportunity and fair treatment in all facets of life for all individuals without regard to personal, biological or cultural status or preference. We do this by focusing on 2 strategies: **prevention** and **intervention**.

Our principal effort, **prevention**, focuses on creating awareness of bias and providing education about fair treatment for all individuals. This is delivered through a community support network consisting of schools, the workplace, places of worship, human service and housing agencies, neighborhoods and the media.

We have two **intervention** tools: a *Hate/Bias Crime Response Plan*, which coordinates support to the victims of such crimes through our community network, and *mediation services* to peaceably resolve conflicts between individuals within our community.

League of Minnesota Human Rights Commissions
612-535-1051

Minnesota State Department of Human Rights
1-800-657-3704

▼ **The St. Louis Park Human Rights Commission** is expanding its Diversity Photo Contest this year to include anyone from St. Louis Park. Last year high school students in the community were invited to submit photos to show diversity in the city's photo library.

Linda Mack Ross, chair of the commission, said photos are preferred to be candid, and not staged. The only other criteria is that the locale of the photos be St. Louis Park.

Photos will be judged within age group categories: eighth grade and under, ninth through 12th grade, and adult.

Submit photos to Wally Wysopal at St. Louis Park City Hall, where entry blanks are available.

The deadline for photos is October 1, 1996.

▼ **Diane Bolter**, newly elected chair of the **Crystal Human Rights Commission**, is exploring the possibility of reestablishing periodic joint meetings of representatives from neighboring city commissions.

The **Robbinsdale Human Rights Commission** issued the first such invitation April 4, 1989 to **Golden Valley** and **Crystal**. Representatives from these commissions met to identify areas of mutual interest. In the following months **Brooklyn Center** sent representatives to the meetings and in time individuals from **Brooklyn Park**, **New Hope** and **Plymouth** came to seek information on how to start commissions in their cities.

The group took the name *Coalition of North West Suburban Human Rights Commissions* and continued meeting in alternate cities through 1990. □

TOGETHER is edited by Marion Helland
7720 Winnetka Hts. Dr.
Golden Valley, MN 55427

William Jackson honored for work in human rights activities



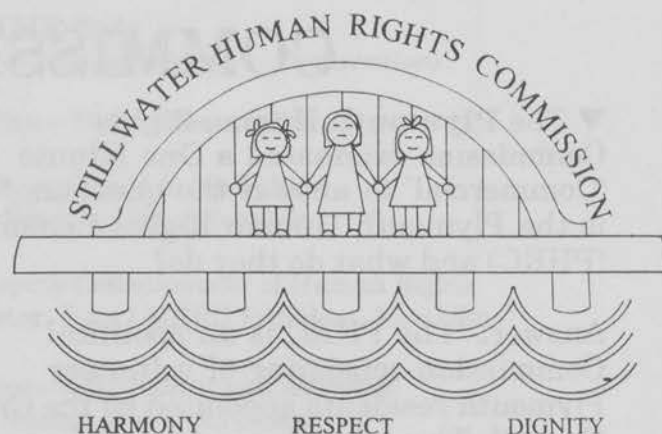
William Jackson, veteran human rights activist, received the city of Eden Prairie's Human Rights Award at a ceremony early this year.

William Jackson has been a member of the Eden Prairie Human Rights and Diversity Commission since 1984 and served as chair for two years. He helped organize the annual Dr. Martin Luther King Jr. Celebration and worked at refining and implementing the city's manifesto that says Eden Prairie residents, business owners, clergy and civic leaders will "open their doors to people of diverse backgrounds."

Jackson also speaks at forums and workshops on hate crimes and improving police/community relations and has served as a state-trained mediator in arbitrating discrimination disputes.

He is a member and regular participant in NAACP fund-raising programs; serves on the Pride Institute advisory board, a chemical abuse rehabilitation center in Eden Prairie for gays and lesbians; and is an Eden Prairie Senior Issues Task Force member.

He also talks about race and diversity issues to students at local schools.



Designs for the Stillwater Human Rights Commission logo submitted by Travis Pepin, Tina Hanson and Maya Hanson, all of Lily Lake Elementary School, were chosen for incorporation into one design accomplished by local artist James E. Hanson.

League plans second round of regional student panels

Letters are in the mail to superintendents, principals and social studies teachers of Minnesota, inviting school representatives to explore the idea of forming Human Rights Task Forces within the schools. September and October regional meetings are scheduled for Plymouth, Winona, Duluth, Worthington, Brainerd and Moorhead.

As emphasized in the 1995 meetings, the goal is to encourage students to develop a positive mutually respectful climate for intergroup relations and to implement programs that counter prejudice, bigotry and violence. □

For more information call Marion Helland
(612) 546-7469.

"We can run from each other, but we cannot escape each other. Knock down the fences that divide. Tear down the walls that imprison. Reach out: Freedom lies just on the other side."
—Thurgood Marshall

"HUMAN RIGHTS IN THE 90's"

League Of Minnesota Human Rights Commissions 25th Annual Conference

25th

LMHRC

Twenty-fifth Anniversary

1971 - 1996

The League of Minnesota
Human Rights Commissions
25th Annual Conference

Land O'Lakes, Inc.

4001 North Lexington Avenue

Arden Hills, Minnesota 55112

September 7, 1996

WELCOME!!

BIENVENIDOS!!

League of Minnesota Human Rights Commissions

LMHRC 25th Annual Conference, Saturday, September 7, 1996 8:00 A.M. - 4:30 P.M.

HUMAN RIGHTS IN THE '90'S

(Awareness--Education--Action--Responsibility--Implementation--Cooperation)

Main Lobby - Hallway

8:00 - 8:30a.m. Conference Registration [rolls and coffee]
Exhibits - Video Presentations - [presented throughout the day]
Color of Fear, Diary, Story of Teachers of Color Program

Superior Room

8:30 - 9:00 LMHRC Business Meeting and Election -
Ed Lohnes, President, Chair
Thomas Gmeinder, Esq., Parliamentarian

9:02 - 9:05 GREETINGS - Ed Lohnes, President LMHRC

9:05 - 9:15 WELCOME - The Honorable Dennis Probst, Mayor City of Arden Hills
The Honorable John Marty, State Senator, City of Roseville —

9:15 - 9:23 OPENING REMARKS - Dr. David Beaulieu, Commissioner, ✓
Minnesota Department of Human Rights

9:25 KEYNOTE SPEAKER, Professor Thomas Kuster, *Tom*
Bethany Lutheran College, former LMHRC
President and Human Rights Commissioner,
City of New Ulm

9:45 **PLENARY SESSION**
Response to Keynote Address - QUESTIONS AND ANSWERS
Moderator: John Choi, Esq.
Panelists: Geri Evans, Former State Representative, New Brighton HR
Commission, 1988 Recipient of LMHRC Award.. For lifelong
commitment to multi-cultural gender-fair education
Thomas Surprenant, Esq., Song of Hope
Fr. Vincent Schwahn,
St. Pauls-On-The-Hill/La Mision Santo Nino Jesus
Jeanne Hinz Junge, 1986 Recipient of LMHRC Award..
The Eclectic Company for a new and refreshing
commitment to human rights in education
Richard Colond, Isanti County HR Commission
Dr. David Taylor, Dean, General College,
Univerisity of Minnesota

10:55 <break>

Mississippi Room

11:00 Workshop I - "Human Rights Commissions and Schools Working Together"
Marion Helland, Golden Valley HRC

Cafeteria

12:15 LUNCHEON - LMHRC AWARD PRESENTATION AND RECOGNITION

SPECIAL LUNCHEON GUEST SPEAKER, William M. Crow, *Good*

District Director, U.S. Department of Labor/Office of
Federal Contract Compliance

A.A. = Equal Opportunity for all!
Presentation 1996 LMHRC Award and Recognitions

Mississippi Room

1:30 Workshop II - Program Sharing -Idea Exchange

- Handling Mediation - Bloomington HRC Procedure
Kurt Wetzlich and Larry Haqq, Bloomington HRC
- Suggestions For Making Your Commission Work Effectively
Dr. Ronald Linde, Northfield HRC
- Overview of Current Minnesota Human Rights Law incl. Sexual Orientation
Ken Nicolai, Esq., Attorney, Minnesota Department of Human Rights
- Human Rights Award, Ellen Eastby, Fergus Falls HRC
- Disability Awareness in the Schools, Sue Voss, Paynesville HRC
- Affordable Housing, Arthur Higgins, Executive Director,
Minnesota Fair Housing Center
- How a Commission can Manage and Organize itself to see through its
objectives, Gary Anderson, Plymouth HRC

Cafeteria

2:45 <break> Land O'Lakes Ice Cream Bar [Make Your Own Sundae]

Mississippi Room

- Dealing with Intolerance in our communities, Jill Bergquist, Roseville HRC,
John Kaufhold, New Brighton HRC, Wlter McDuffy, Moorhead HRC, Mort
Ryweek, LMHRC Project Director
- Using Arts to Counter Prejudice and Bigotry, Bonnie Kuzka, St. Cloud HRC
- Community Outreach, Wallace Alcorn, Austin HRC
- Community Outreach, Gloria Winans, Eden Prairie HRC
- Human Rights Award, Bill Jackson, Eden Prairie HRC
Hate Crimes Response Team, Peter Huck, Eden Prairie HRC
Treaty Laws - Andrew Favorite
- Intro to Mediation, American Arbitration Association, Mediation Center,
Michelle Gullickson Moore

Octalun Training 13/14 19/20

4:00 WRAP-UP RECEPTION

Dr. Thomas Kuster

Professor of Communication and Director of Forensics at Bethany College, Mankato, Minnesota.

Dr. Kuster is a pioneering activist. He served as Human Rights Commissioner of the City New Ulm 1978 through 1995 and on the Board of The League of Minnesota Human Rights Commissions 1979 through 1991, was elected president 1981 through 1983. In 1983 the Governor appointed Kuster to the "Blue Ribbon" Task Force formed to review the operations of the Department of Human Rights. the group published recommendations, most of which were incorporated into Department policy. In 1986 Kuster helped revitalize the Department's No-Fault Training program and wrote the No-Fault Handbook.

Profile

The League of Minnesota Human Rights Commissions, founded in 1971 and reorganized in 1987, is a coalition of local Human rights Commissions which have been established by charter or ordinance in communities throughout Minnesota. While its member commissions are public agencies, the League is a private, non-governmental organization.

The League uses the Minnesota Human Rights Law (M.S.363) as a guide to keep its work focused on human rights, as opposed to human services. The League is the only private, statewide agency concerned with fighting all forms of illegal discrimination, and with enhancing the rights of all groups of people defined in the law as belonging to a "protected class".

Who Should Attend All members of local human rights, civil rights or human relations commissions; Anyone interested in discussing the human rights issues of the next decade; and leaders in organizations, corporation, and institutions, who deal with these issues on a daily basis.

Election Any League Commission member who is interested in serving on the Board of Directors of the LMHRC should attend the conference or be nominated from the floor.

Conference Committee

Larry Nicholson, Vice President, LMHRC, Moorhead HRC
Marion Helland, Education Committee Chair, Editor Together Newsletter, Golden Valley HRC
Ed Lohnes, President, LMHRC, Minneapolis HRC
Richard Colond, Treasurer, LMHRC, Isanti County HRC
Thelma McKenzie, Secretary LMHRC, Roseville, HRC
Sushila Shah, Arden Hills HRC, Jane McPartland, Financial Coordinator - Registration, Conference Packets
Michael Hermes, Master of Ceremonies, Roseville HRC
Susan Forsyth, Securing Speakers, Confrimations, Roseville HRC
Michael Trainor, Bias Response Presentations/Panel
Diversity Foundation, Inc., Lyle Rustadt, Photographer/Video Producer

Albert Lea
Arden Hills
Austin
Bloomington
Brooklyn Center
Brooklyn Park
Columbia Heights
Coon Rapids
Cottage Grove
Crystal
Eden Prairie
Edina
Falcon Heights
Fergus Falls
Fridley
Golden Valley
Hibbing
Hopkins
Isanti County
Lake Elmo
Maplewood
Mankato
Marshall
Minneapolis
Moorhead

Nobles County
Northfield
North St. Paul
Oakdale
Orono
Paynesville
Plymouth
Red Wing
Richfield
Robbinsdale
Rochester
Roseville
St. Cloud
St. Louis Park
St. Peter
St. Paul
Shoreview
South St. Paul
Stillwater
Virginia
White Bear Lake
Willmar
Winona
New Brighton
New Ulm

1996 Board of Directors

Wallace Alcorn - Austin
James Einfeldt- Brown - Crystal
Bill Buening - St. Cloud
Richard Colond - Isanti County
Julie Eloff - Brooklyn Center
Harvey Guttman - Plymouth
Marion Helland - Golden Valley
Eileen Hyland - Coon Rapids
Curt Iverson - New Ulm
Pete Iverson - Eden Prairie
John Kaufhold - New Brighton
Ed Lohnes - Minneapolis
Sherry Maddox - Brooklyn Center
Thelma McKenzie - Roseville
Larry Nicholson - Moorhead
Sonja Peterson - Shoreview
Linda Mack Ross - St. Louis Park
Sushila Shah - Arden Hills