

AGENDA
Decorah Human Rights Commission Meeting
City Hall, 400 Claiborne Drive

Join Zoom Meeting

<https://zoom.us/j/96425142792?pwd=a0RiOEI5bIFUa091VWFISnZ6WVU2Zz09>

Meeting ID: 964 2514 2792

Passcode: 745831

Tuesday, December 6, 2022, 5:30 pm to 6:30 pm

The Decorah Human Rights Commission's mission is to increase community awareness and appreciation of human diversity through educational programs, and to provide appropriate remedies where discrimination has been identified.

Call to Order & Welcome

Melissa: Call to order at 5:36

Approval of Meeting Notes from September Meeting

Sandhya motions to approve notes
Josh seconds

Approval of December Agenda

Sandhya motions to approve notes
Maria seconds

Community Comment

Old Business

- New members
 - Dr. Clay plans to join DHRC. He is the new Chief Equity and Inclusion Officer for Luther College. He is interested in fostering community engagement between Luther and Decorah.

- Approve drafts of brochure, website, and list of resources
 - Melissa to reformat the brochure
 - Maria motions to approve/ Siri Seconds
 - Travis knows these materials are coming his way

New Business

- Planning Education Programs for 2023
 - January: MLK Event
 - In the past DHRC did events focused on kids: puzzles, snacks, reading, conversation.
 - Potentially DHRC could do another week where they focus on middle school students
 - Maria: January: Chinese New Year?
 - Sandhya: Q: doing this for a specific age group? B/c library also doing a lot of programming. Perhaps we don't want to do too much to not spread people thin.
 - Melissa: Let's reach out to Rachel whenever thinking of doing something for kids
 - Maria: Perhaps don't have to do own event, but one of us could go to represent DHRC or include on website what kind of things are happening around Decorah
 - Melissa: Chinese New Year - place where people do not understand different cultures that are apart of Asia - many of these places celebrate New Year differently
 - Josh: AASA doing an event - maybe collaborating with them?
 - Sandhya: Unclear if luther event for luther or for community event. Also do not want to put labor on them to put event on for community
 - Sandhya: Bigger Picture of 2023?
 - Melissa: What are you passionate about and would like to see in 2023?
 - Sandhya: Concern about rise of anti-semitism. What is happening nationally has local impacts. Anti-bias training, LGBTQI training
 - Josh: Agree. Who is our audience?
 - Maria: Lots of educational programs for kids but less for adults. Maybe focus on adults who want to learn more?
 - Melissa: yes and educational programs tend to focus on kids and not middle and high school students.

Luther gets covered b/c college but not as much with high school students

- Sandhya: Maybe contact social studies teachers to ask how we can support them?
- Maria: Liz Fox new DEI position for DHS
 - Siri: Agree - good person to connect with
- Melissa: Passionate about sexism and power dynamics in the tech communitySandhya: Running owl in the spring
 - In march doing training about sexual assault
- Maria: Like the idea of pronoun/safezone conversation for those in business community
 - Melissa: IDI/Implicit Bias - What actions could people do
- Sandhya: Hostile Terrain Exhibit - Destiny Crider
 - Should DHRC participate in the project? 30-45 mins can introduce us to exhibit
 - Sandhya: Thinks we should know about it and learn from it
 - <https://www2.luther.edu/ethics-public-engagement/ongoing-opportunities/hostile-terrain/>
- Sandhya: OWL training

Dr. Clay: MLK Dream Week

- Racial Healing Wed Jan 18 at 6 PM - would love to have a member of DHRC as part of the panel
 - Vision: Program by AACU (american assoc of colleges and universities) what it means to be minoritized member of community and how allyship is key. Recommendations for change etc.
 - Maria emailing Dr. Clay information about CARE *clay@luther.edu
 - Contact Melissa if interested in being on the panel
 - Maria is interested
 - Need to know what time the panel is
 - Monday - Keynote speaker
 - Tuesday - Luther + Elementary schools reading and convo about Dr. King K-2
 - Wednesday - Convo on Racial Healing
 - Thursday - Going to elementary schools 3-4
 - Friday - MLK Chapel
- Josh Training Resources:
 - **Pronouns**
 - [PowerPoint](#)

- [Presentation Notes](#)
- Josh: march is trans week of visibility
 - Can do session and invite Chamber, Luther
 - Josh can draft up email
- Anti-bias trainings**
 - [SafeZone Training PowerPoint](#)
 - [Implicit and Unconscious Bias Training PowerPoint](#)
- IDI training**
 - [PowerPoint](#)
 - Website for more information: <https://idiinventory.com/>
- **Roots Deeper Than Whiteness**
 - [PowerPoint](#)

Kwanza Chapel is this Friday - Wintlett Taylor-Browne will be honored during that time. One of the people who help form the DHRC

Lutheran Churches in town collaborate for an anti-racism awareness workshop. Challenging ways ELCA is still implicated in American culture of racism

Jewish Community Center in Postville

- Jewish population has faced discrimination in Postville - do shopping in Decorah
- In past partnered with Jewish leaders in La Crosse
- Nazi symbols in snow at Luther College

Meeting Adjourned

Sandhya: motions to end meeting

Melissa: seconds

- Reaching out to Dr. Clay - Maria and Melissa are interested in the panel

Next meeting: Tuesday, January 3 via Zoom.