



# Human Relations Commission Agenda

7:00 p.m. Regular Meeting

Thursday, March 4, 2021

Virtual Meeting

1. **Roll Call**

Join Zoom Meeting

<https://us02web.zoom.us/j/83384336230?pwd=U09PZk5RVkU2YUVyQjJBc1JJeG15UT09>

2. **Adoption of the Agenda**

3. **Approval of the Minutes**

a. January 7, 2021

Meeting ID: 833 8433 6230

Passcode: 653585

4. **Visitors to be Heard**

5. **Old Business**

a. Land Acknowledgment Statement

b. Intercultural Development Inventory

c. Discussion of Potential Diversity and Inclusion Updates and MEI Scoring

6. **New Business**

a. Commission Transition

7. **Adjourn**

Access the Human Relations Commission Agenda on the web – [www.vermillion.us](http://www.vermillion.us)

**Addressing the Commission:** Persons addressing the Commission shall be recognized. Please raise your hand to be recognized and state your name and address.

**a. Items Not on the Agenda** Members of the public may speak under Visitors to Be Heard on any topic NOT on the agenda. Remarks are limited to 5 minutes and no decision will be made at this time.

**b. Agenda Items:** Public testimony will be taken at the beginning of each agenda item, after the subject has been announced by the Mayor and explained by staff. Any citizen who wishes may speak one time for 5 minutes on each agenda item. Public testimony will then be closed and the topic will be given to the governing body for possible action. At this point, only commission members and staff may discuss the current agenda item unless a commission member moves to allow another person to speak and there is unanimous consent from the commission. Questions from commission members, however, may be directed to the public through the presiding officer at any time.

**Meeting Assistance:** The City of Vermillion fully subscribes to the provisions of the Americans with Disabilities Act of 1990. If you desire to attend this public meeting and are in need of special accommodations, please notify the City Manager's Office at 677-7050 at least 3 working days prior to the meeting so appropriate auxiliary aids and services can be made available.

As a courtesy to others, we ask that cellular phones and pagers be turned off during the meeting.

Unapproved Minutes  
Human Relations Commission  
Thursday, January 7, 2020 Regular Meeting

The regular meeting of the Human Relations Commission was called to order via Zoom on Thursday, January 7, 2020 at 7:31 p.m.

1. Roll Call

Present: Shannon Cole, Wendy Hess, Jordan Bonstrom, Jerry Yutrzenka, Calvin Petersen

Absent: Codylee Riedmann, Brenda Fergen

Staff present: John Prescott, City Manager; James Purdy, Assistant City Manager; Chad Passick, VPD Captain

2. Adoption of the Agenda

Petersen asked to add discussion about Home Rule. Cole noted that would be discussed as part of new business. Cole wished to add Research of Brookings Ordinances and Land Acknowledgment to the agenda under old business. Motion to approve the agenda with two additions made by Hess, seconded by Petersen. Roll call: Cole-Y, Hess-Y, Bonstrom-Y, Petersen-Y, Yutrzenka-Y. Motion carried unanimously.

3. Approval of the Minutes

3a. Yutrzenka moved to approve the November 5, 2020 minutes, seconded by Bonstrom. Roll call: Hess-Y, Bonstrom-Y, Petersen-Y, Yutrzenka-Y, Cole-Y. Motion carried unanimously.

4. Visitors to be Heard

4a. Caroline Bates, USD liaison, was present.

5. Old Business

- a. Intercultural Development Inventory (IDI)
- b. Research of Brookings Ordinances (added)
- c. Land Acknowledgment Update (added)

5a. Bonstrom stated that the cost of the will be \$18 per person, and that Dr. Chandler with USD is ready and willing to work with commissioners. Each commissioner will need to be responsible to make their own arrangements to see Dr. Chandler and attend their appointments. City administration will be contacting Dr. Chandler to arrange payment for the service.

5b. Hess shared some research she conducted on the Brookings Ordinance that pertains to their Human Relations Commission. Hess noted that while the Brookings Ordinance notes additional protected classes beyond state and federal discrimination laws, one class that is absent which Vermillion has discussed adding is military or veteran status. There were three sections of the ordinance where this was identified: §32.41 Definitions, §32.49 Specific Discriminatory or Unfair

Practices, and §32.50 Substantive and Procedural Authority and Duties. Complaints based on these additional protected categories would not be investigated or referred to the State Human Rights Commission. Cole proposed creating a subcommittee to work on the language within an amendment to the Vermillion HRC ordinance, as well as other places in the City code where changes could occur. The subcommittee will consist of Yutrzenka and Hess, with Purdy in an advisory role.

5c. Cole stated there is no updated at this time. She wants to involve the Native American community beyond, and is still working out the best way for that to happen.

6. New Business

a. Discussion of Potential Diversity and Inclusion Updates and MEI (Municipal Equality Index) Scoring

5a. Cole provided the Commission with an overview of the Municipal Equality Index. Prescott provided further details regarding how that process works from the perspective of the City. The Commission further discussed the categories and some of the scoring. Cole volunteered to be part of a subcommittee to examine the scoring areas and look for ways to improve. Bonstrom also volunteered to serve on this subcommittee, with Purdy again serving in an advisor role. The Commission also discussed the criteria for being evaluated by the Human Rights Campaign, and noted that public university communities are automatically included. Hess suggested adding some of the positive things that have been done in regards to the MEI score be added to the VHRC webpage. Staff will work on updating the webpage as progress is made.

7. Adjourn

Moved by Petersen to adjourn, seconded by Fergen. Roll call: Bonstrom-Y, Cole-Y, Hess-Y, Petersen-Y, Yutrzenka-Y. Motion carried unanimously at 8:29 p.m.

Shannon Cole, Chair

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Vermillion Human Relations Commission

### I. Non-Discrimination Laws

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment	0/0	0/0	0/0	5/5
Housing	0/0	0/0	0/0	5/5
Public Accommodations	0/0	0/0	0/0	5/5
<b>SCORE</b>			<b>0 out of 30</b>	
<b>FLEX</b> Single-Occupancy All-Gender Facilities	+0	+0	+0	+2
<b>FLEX</b> Protects Youth from Conversion Therapy	+0	+0	+0	+2

### II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ employees equally.

	COUNTY	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment		7/7	7/7
Transgender-Inclusive Healthcare Benefits		0	6
City Contractor Non-Discrimination Ordinance		0/0	3/3
Inclusive Workplace		0	2
<b>SCORE</b>		<b>14 out of 28</b>	
<b>FLEX</b> City Employee Domestic Partner Benefits		+0	+1

### III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ constituents are included in city services and programs.

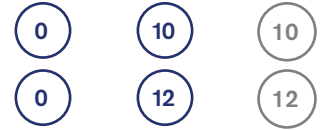
	COUNTY	CITY	AVAILABLE
Human Rights Commission	0	5	5
NDO Enforcement by Human Rights Commission	0	2	2
LGBTQ Liaison in City Executive's Office		5	5
<b>SCORE</b>		<b>12 out of 12</b>	
<b>FLEX</b> Youth Bullying Prevention Policy for City Services	+0/+0	+0/+0	+1/+1
<b>FLEX</b> City Provides Services to LGBTQ Youth		+0	+2
<b>FLEX</b> City Provides Services to LGBTQ People Experiencing Homelessness		+0	+2
<b>FLEX</b> City Provides Services to LGBTQ Older Adults		+0	+2
<b>FLEX</b> City Provides Services to People Living with HIV or AIDS		+0	+2
<b>FLEX</b> City Provides Services to the Transgender Community		+0	+2

## IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ community in a thoughtful and respectful way.

LGBTQ Liaison/Task Force in Police Department  
Reported 2018 Hate Crimes Statistics to the FBI

COUNTY MUNICIPAL AVAILABLE



**SCORE**

**22** out of 22

## V. Leadership on LGBTQ Equality

This category measures the city leadership's commitment to fully include the LGBTQ community and to advocate for full equality.

Leadership's Public Position on LGBTQ Equality  
Leadership's Pro-Equality Legislative or Policy Efforts

COUNTY MUNICIPAL AVAILABLE



**SCORE**

**5** out of 8

**FLEX** Openly LGBTQ Elected or Appointed Leaders



**FLEX** City Tests Limits of Restrictive State Law



**TOTAL SCORE 53 + TOTAL FLEX 0 =**

**Final Score 53**

CANNOT EXCEED 100

PTS FOR SEXUAL ORIENTATION  PTS FOR GENDER IDENTITY

 FLEX PTS for criteria not accessible to all cities at this time.

**FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT [HRC.ORG/MEI](http://HRC.ORG/MEI).**

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email [mei@hrc.org](mailto:mei@hrc.org).