

Members Present

Shirley Decker
Laura Gonzales
Nicholas Hanes
Joshua Hudson
Elizabeth Husbands
Robert Newby
Susan Poindexter
Anne Swift

Members Absent

Maureen Eke - excused
Raquel Fruh -excused
David Ling-excused
Amy Shawboose - excused

1. Welcome and Introduction

The meeting was called to order by Laura Gonzales.

2. Approval of Agenda

Bob Newby moved to approve the agenda as printed, and Anne Swift seconded his motion. The motion was unanimously carried.

3. Public Comment

No public comment was made.

4. Approval of April Minutes

After discussing the previous minutes, it was noted that Nicholas Hanes was listed both as present and excused; also the committee discussed the portion of the minutes outlining the discussion of the by-law amendments. Laura Gonzales stated that she would look over the current draft and the changes that were proposed so that it would be clear to the committee what the final decision of the discussion was. Shirley Decker moved to approve the previous minutes with the corrections, and Susan Poindexter seconded the motion. The motion was carried unanimously.

5. Old Business

a. Study of Micro-Aggressions

Both Amy Shawboose and David Ling were absent, so Laura Gonzales discussed pertinent information with the committee in their absence. Laura provided updates on the progress of the project, and that she would forward the Executive Summary to the committee via email. She reiterated that the report would be available to the Tribal Membership by August 29th. Laura also stated that both the user-friendly condensed version and the full-length reports of the Micro-Aggression study and education plan would be available for all interested membership in an electronic format, with a limited amount of hard copies also being available. Also, it was noted that the HRC originally had a placement in the Tribal Membership community meeting, but due to time constraints the HRC only was able to have a booth at the community meeting. As a follow-up to this initial study, the HRC is planning to re-apply for funds for the community education portion of the Micro-Aggressions study. The meeting packet included handouts that clearly delineated proposed expenses and the incurred costs. The proposed budget sum equals approximately \$17,000. Elizabeth Husbands suggested changing 'fees' to 'honorariums' on the proposed budget for the presenters of the educational outreach, and that the budget was grossly underfunded in this specific line item. Laura described potential presentation outlets, and Elizabeth iterated that the presentation requires certain vitality so that it doesn't become bland and outdated – to which Laura responded that the presentation should be responsively tailored to each audience. Robert Newby stated that from his perspective that the 2% Grant Application needed to be moved and approved before it can be discussed. Shirley Decker stated that she felt the proposed budget was clear, but could be amended. Robert stated that the subcommittee should act on the proposal in order for timely submission. Elizabeth Husbands moved for forward progress within the Micro-Aggressions subcommittee, and Robert Newby seconded the motion. The motion was carried unanimously.

b. Inmate Information from the Sheriff

Elizabeth Husbands noted that she has not heard from Justin Smith since her initial emailing of the data, but that she would be contacting him soon so that she can inform the committee.

c. HRC Graduate Student Intern

Laura Gonzales stated that Josh Simon was selected as the HRC Intern for this upcoming semester, and is currently working on paperwork in order to start working with the HRC in concert with his class scheduling at Michigan State University.

d. Two Percent (2%) Budget Request

David Ling was not present at the meeting, but the majority of the discussion of the 2% grant application was held during 5(a) portion of the agenda. The committee decided to move past this item on the agenda as it was previously discussed.

e. Isabella/MI Roundtable for Diversity and Inclusion

Elizabeth Husbands stated the Isabella County Roundtable was moving forward with hiring a part-time administrative assistant as a way to continue to move forward with projects and meetings that have been on the future and on-going projects for the Isabella County Roundtable. Elizabeth also stated that the Equity Network is moving forward with surveying in Northern Michigan, and that a surveyor had been selected and will start surveying the following week.

- i. Laura Gonzales stated that the HRC's application to Equity Network is finalizing. Elizabeth stated that the Equity Network is growing quickly and that the interconnection is catalyzing positive changes. Elizabeth also urged HRC members to complete individual membership applications for the network.

f. Visibility of the Human Rights Committee

Laura noted that the calendar included in the HRC packet for the members has been updated. The Saginaw Chippewa Indian Tribe's (SCIT) Halloween Health Fair has been cancelled, and the next public event presence for the HRC is CMU's MAIN Stage. Sue Poindexter asked if items would be available for the next events the HRC will be present for. Laura stated that the items should be available and reminded committee members where the informational items are stored. Laura also stated that she would check into the potential of a Soup and Substance at CMU. Josh Hudson stated that Sarah Avery would be the contact person for Soup and Substance inquiries.

- i. *Revised Calendar:* This information was covered in the previous item concerning the visibility of the committee, and the committee collectively agreed to move past this sub-part of 5(f).
- ii. *Saginaw Chippewa Tribal Membership Meeting:* The portion of this discussion was held with the Micro-Aggression Study information in 5(a), and the group collectively agreed to move past this sub-part of 5(f).
- iii. *CMU's MAIN Stage:* This information was covered in agenda item 5(f) concerning the visibility of the committee, and the committee collectively agreed to move past this sub-part as it was already covered.
- iv. *CMU's Get Acquainted Day:* This information was covered in agenda item 5(f) concerning the visibility of the committee, and the committee collectively agreed to move past this sub-part as it was already covered.

6. New Business

a. Michigan Civil Rights Department:

Robert Newby stated that the Michigan Civil Rights Department (MCRD) is supposed to come to Mt. Pleasant, but also that he isn't sure when the commission and/or MCRD would be coming. He reiterated

that his initial understanding of the touring as outlined at the MCRD's 50th anniversary, that the projected visit would be around September.

7. Announcements

- a.* Laura stated that the bylaws are still being worked on, but that they will likely be ready for voting on at the next meeting. Bob asked if the committee is interested in having the officer positions clearly delineated, and of the creation of an executive committee. Shirley Decker stated that many organizations operate with an executive committee. The committee seemed agreeable to the idea, though no votes were held.
- b.* Elizabeth reminded the committee that the HRC had previously discussed visiting other HRCs around the state to see how other committees operated. Robert stated that a few individuals from the Mt. Pleasant Area Diversity Group could come and present about previous research of other HRC's function. Laura stated she has previously had seen such documentation and would forward the information to the HRC if she finds the information.
- c.* Robert stated that the Diversity Group usually has a cook-out, and that he'll forward that information when he receives it.
- d.* It was noted by Elizabeth that the exhibit "Race: Why Are We So Different" in Ann Arbor will be closing on Sunday (August 11th).

Sue Poindexter moved to adjourn the meeting and Robert Newby seconded. It was carried unanimously. The meeting adjourned at 6:22 p.m.

Submitted by Joshua Hudson on August 18, 2013