



Human Relations Commission Meetings Information

Human Relations Commission meetings will take place via Zoom until further notice. To watch and participate in the meetings, navigate to the meeting via this Zoom link – <https://us02web.zoom.us/j/82899451095>

A Planning staff member will be hosting and monitoring the meeting to ensure that participants and citizens are muted during presentations and unmuted during public comment/forum if they so choose.

Prior to the Start of the Meeting

- **Close any computer applications other than Zoom:** The Zoom application works best when it is not competing with other applications.
- **Position your camera properly:** When using a web camera, be sure it is in a stable position and focused at eye level, if possible. Doing so helps create a more direct sense of engagement with other participants.
- **Limit distractions:** You can make it easier to focus on the meeting by turning off notifications, closing or minimizing running apps, and muting your smartphone.

Helpful Hints for Public Zoom Meetings

- **Mute your microphone:** To help keep background noise to a minimum, make sure you mute your microphone when you are not speaking.
- **Be mindful of background noise:** When your microphone is not muted, avoid activities that could create additional noise, such as shuffling papers.
- **Avoid multi-tasking:** Please follow the same guidelines and etiquette that you would at a normal public meeting and avoid multi-tasking.
- **Mute or Unmute:** If you need to speak during the meeting, “Raise Your Hand” on Zoom. The meeting host will unmute you or acknowledge you another way.
 - On iPhone or Android devices, navigate to the horizontal three dots (usually in the upper right corner) and click on “More” to find the “Raise Your Hand” button.
 - On the Desktop Application, navigate to the bottom middle of the screen and click directly on “Participants” and then the “Raise Your Hand” button.



HUMAN RELATIONS COMMISSION

Human Relations Commission meetings will take place via Zoom until further notice. You can view the meetings at the City of Salina YouTube channel, <https://www.youtube.com/cityofSalinaKansas>

To participate in the meetings, citizens will need to use the Zoom link – <https://us02web.zoom.us/j/82899451095>

If citizens wish to speak, either during the public forum or when the Chair requests public comment on an item, citizens must raise their hand so that the meeting host can allow them to speak.

Citizens can also send written comments or questions to Human Relations Commissioners via email at community.relations@salina.org

In order for the Commissioners to have an opportunity to review comments in advance of the meeting, please email your comments or questions by 12:00 p.m. Tuesday, prior to the 5:30 p.m. meeting.



AGENDA

**HUMAN RELATIONS COMMISSION
MEETING VIA ZOOM
Tuesday 12-8-2020
5:30 P.M.**

1. CALL TO ORDER / ROLL CALL

(1.1) Chair request staff confirmation that Kansas Open Meeting Act required notice has been properly provided.

(1.2) Roll Call

2. APPROVAL OF MINUTES

(2.1) Approval of the Minutes of the 10/13/2020 regular meeting.

3. NEW BUSINESS

(3.1) Welcome New Commissioners

(3.2) Chief Nelson Presentation

(3.3) 2021 Work Plan

(3.4) Docket Log

(3.5) Upcoming Outreach/Activities

4. PUBLIC FORUM

5. ADJOURNMENT

Record of this Meeting

This public meeting will be recorded by Salina Media Connection and available to view online free of charge at <http://www.salinatv.org/index.php/city-of-salina>. To receive meeting packets by email, subscribe to *Email Notifications* at <http://www.salina-ks.gov/content/18160/23455/23473/default.aspx>. Meeting DVDs and paper copies of meeting packets are available upon request (retrieval and/or duplication fees may apply). Please contact the Community and Development Services Department at building.services@salina.org or by phone at 785.309.5715 to request these open public records.



Minutes

HUMAN RELATIONS COMMISSION
CITY-COUNTY BUILDING, ROOM 107
TUESDAY, OCTOBER 13, 2020
6:45 P.M.

1. CALL TO ORDER / ROLL CALL

The Human Relations Commission meeting was called to order by Commissioner Burchill.

- (1.1) Commissioner Burchill asked staff if the Kansas Open Meeting Act required notice has been properly provided. Ms. Ramos confirmed that the required notice has been provided.

Commissioners Present:

Monshonda Booker, John Burchill, Claudia Canales, Glen Godsey, Kris Grinter, Maritza Rodriguez, Ayleen Escobedo (YOB)

Commissioners Absent:

Stephanie Holt-Burse, Hannah Rivers

City Staff Present:

Lauren Driscoll, Director of Community and Development Services; Shawn Homan, Community Relations Specialist; Margy Long, Development Coordinator; Julia Ramos, Community Relations Specialist

2. APPROVAL OF MINUTES

- (2.1) Approval of the Minutes of the 8/11/2020 regular meeting.

A motion was made to approve the minutes of the 8/11/2020 regular meeting by Youth on Board Escobedo, seconded by Commissioner Booker, and carried by vote.

3. NEW BUSINESS

- (3.1) Welcome New Commissioners

Commissioner Burchill welcomed all the new Commissioners and asked all Commissioners to introduce themselves.

- (3.2) Election of Officers

Ms. Ramos stated that both Chair and Vice-Chair elections will need to be held during this meeting.

Commissioner Burchill entertained a motion from Commissioners for the position of Chair of the Human Relations Commission.

MOTION: Commissioner Booker made a motion to elect John Burchill as the Chair of the Human Relations Commission.

SECOND: Commissioner Rodriguez

There were no further nominations.

VOTE: Motion carried 6-0.

Chair Burchill entertained a motion from Commissioners for the position of Vice-Chair of the Human Relations Commission.

MOTION: Commissioner Godsey motioned to elect Maritza Rodriguez as Vice-Chair of the Human Relations Commission.

SECOND: Commissioner Booker

There were no further nominations.

VOTE: Motion carried 6-0.

(3.3) 2021 Work plan Discussion

Ms. Ramos reviewed the worksheet included in today's agenda packet. She stated that this discussion is a dialogue with each of the Commissioners to see what the Commission wants to work on in the next year. She stated that in the December meeting, staff will have prepared a work plan for the 2021 year. She stated that she would like the Commissioners to discuss these items tonight.

Chair Burchill stated that staff is always a great resource and stated he would like to have more city wide discussions and information sessions. He stated that there are social justice issues throughout the nation and that this fits right in with that and he would like to see more of that.

Vice-Chair Rodriguez stated that there should be more information and education given to the community were community members can be friendly to each other while maintaining social distancing or following COVID guidelines.

Commissioner Canales stated that lack of differentiation and therefore lack of opportunity is always something that she sees in her profession. She is hoping that the Commission creates discussion for the community whether that be formal events or fun activities. She stated that it could be for voting citizens as well as kids.

Chair Burchill stated that the Diverse City activity was a great way to include families and children. He stated that there was going to be technical training for landlords and a conference for them but then that was cancelled due to the pandemic.

Ms. Ramos stated that every year the Community Relations division puts on a fair housing conference where they try to inform the city on fair housing and other topics. She stated that feedback is received from the community for the upcoming year's conference and that it is an all-day seminar. She stated this year might have to be through webinars or other options, but would like to hear from the Commission on what they want included in that conference.

Commissioner Grinter stated that he wants to keep Salina at the forefront of community relations and continue to maintain being a model community.

(3.4) Upcoming Outreach/Activities

Chair Burchill stated that Commissioners can bring up any activities that they know of to raise those up to the other Commissioners.

Youth on Board Escobedo stated that the City Commission is addressing the CRB on October 20, 2020.

Chair Burchill stated that Jane Elliot is speaking in an event with the school district on October 14, 2020 from 6-8 p.m.

Vice-Chair Rodriguez stated that K-State Salina is doing KSU Unite, but she does not know if it is open to the public. She stated that she would see if Commissioners would be available to attend and get back with them.

Chair Burchill stated that the Smoky Hill Museum is doing a zoom meeting about the Wichita Dockum Sit-In and how they organized integrating segregated establishments into the city. He stated that interested people can get ahold of the Smoky Hill Museum to get the zoom info.

Ms. Ramos stated that Community Relations does not have any outreach activities planned for the community at this time. She stated that staff is working with the Police Department to get Chief Nelson to come and speak at a future Human Relations Commission meeting.

Chair Burchill asked if they still wanted to do the book study on "The Color of Law" and the other Commissioners sounded interested.

4. UNFINISHED OR OTHER BUSINESS

The next regular meeting of the Human Relations Commission is scheduled for December 8, 2020.

5. PUBLIC FORUM

None

6. ADJOURNMENT

A motion was made to adjourn the meeting by Commissioner Booker, seconded by Commissioner Rodriguez, and carried by vote.

The meeting adjourned at 7:08 p.m.

John Burchill, Chair

ATTEST:

Julia Ramos, Community Relations Specialist

Record of this Meeting

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Staff Memorandum
Salina Human Relations Commission

To: Salina Human Relations Commission
From: Julia Ramos, Community Relations Specialist
Subject: 2021 Work Plan (Draft)
Date: December 4, 2020

Background

At the end of every year staff works with the Human Relations Commission (the Commission) to develop a work plan for the following year. We started doing a work plan to develop priorities identified by the Commission that could provide guidance regarding time and resources need by the Commission and staff to complete identified priorities throughout the year.

In preparation for developing next year's work plan staff created a questionnaire for Commissioners. On October 13, 2020 the questionnaire was presented to the Commission and the completed forms (see attachments) were returned to staff. Staff took the Commission's feedback and used it to draft the proposed 2021 Work Plan.

The 2021 work plan is reflective of all of the Commissioner's voices but works to combine them into common goals. Staff recognized the common themes to be awareness, education, and unity on cultural and social justice matters. Staff then created two goals that encompassed those themes.

Although the objective of this work plan is to provide guidance it is also understood that the Commission will take into account the evolving needs of the community. Staff also took into consideration the current state of the pandemic and how it poses several uncertainties for 2021. Staff purposefully kept the work plan with broad goals and objectives in order to allow for flexibility during uncertain times.

Commission Action

Staff request the Commission review the draft 2021 work plan and take action. Applicable actions are as follows:

- 1.) Approve the 2021 draft work plan as presented
- 2.) Approve the 2021 draft work plan with amendments as the Commission deems appropriate.
- 3.) Postpone consideration of the 2021 draft work plan to a specified date and time and provide staff direction regarding additional information or amendments the City Commission would like to request for their further consideration.

Attachments:

1. Blank Questionnaire



2. The Commissioners' Returned Questionnaires
3. 2021 Work Plan(Draft)

DRAFT - 2021 Work Plan - DRAFT

GOAL #1- PROMOTE DIVERSITY/CULTURAL AWARENESS EDUCATION IN THE COMMUNITY

Objectives

1. Work with CRD staff on community outreach efforts:
 - a. Work with CRD staff to develop community outreach list.
 - b. Participate and complete at least 2 community outreach activities.
2. Assist in planning and hosting at least 1 cultural/equity event for the community.
 - a. Assist with promoting event to help increase community involvement and unity.
 - b. Reach out to local organizations for partnership opportunities.

GOAL #2- PROMOTE SOCIAL JUSTICE EDUCATION IN THE COMMUNITY

Objectives

1. Work with CRD staff (during regularly scheduled meetings), to become better educated and equipped to address social justice concerns in the community.
2. Promote fair housing education in the community:
 - a. Under the direction of the CRD staff, work to assist CRD staff in promoting any 2021 fair housing events/activities.
 - b. Volunteer to participate and assist in the facilitation of any 2021 fair housing events:
 - i. 1-3 members per event
 - c. Assist in the planning and facilitation of at least 2 small to midsize fair housing community events throughout the year.

Conclusion

The role of the Human Relations Commission in this case is to determine whether they will adopt the proposed 2021 work plan. Commissioners should make a motion that reflects their decision on one of the following:

1. The Human Relations Commission could recommend approval and adopt the 2021 work plan.
2. The Human Relations Commission could recommend approval with amendments and adopt the 2021 work plan.

Subject: 2021 Work Plan(Draft)

Date: December 4, 2020

3. The Human Relations Commission could recommend denial of the 2021 work plan and request staff rework its proposal and present a new plan at the next scheduled meeting on February 9, 2021.

Goals Worksheet

1. Why did you apply for the Human Relations Commission?
2. What would you like to get out of serving on this Commission?
3. What would you like to accomplish by volunteering on this Commission?
4. What do you believe will help you be successful as a Human Relations Commissioner?

Goals Worksheet

1. Why did you apply for the Human Relations Commission?

- My education and passion relating to human services created a unique fit, I believe, for this commission
- I am enthusiastic about community service and am excited to participate in such a fulfilling way

2. What would you like to get out of serving on this Commission?

- Learning more about the community government structure
- Learning ~~about~~ parliamentary procedure
- Understanding how to work on a community board

3. What would you like to accomplish by volunteering on this Commission?

- Ensure a fair and equitable community for those born or moving to Salina
- Keeping Salina at the forefront of community/governmental relations and resolutions

4. What do you believe will help you be successful as a Human Relations Commissioner?

- Having empathy for those that feel they have been discriminated against and those that have been accused of discrimination

Goals Worksheet

1. Why did you apply for the Human Relations Commission?

To bring awareness to inequalities and disparities in the community.

2. What would you like to get out of serving on this Commission?

To make sure we meeting the needs of the Community fair and equitable.

3. What would you like to accomplish by volunteering on this Commission?

to make sure our efforts effect change that provides fair and equitable opportunities for the community and people of Salina (Saline county).

4. What do you believe will help you be successful as a Human Relations Commissioner?

Professional development.
Training on Policy + procedures

Goals Worksheet

1. Why did you apply for the Human Relations Commission?

advocate for social justice

2. What would you like to get out of serving on this Commission?

give a voice to the unheard - those who live in the margins

3. What would you like to accomplish by volunteering on this Commission?

awareness and education

4. What do you believe will help you be successful as a Human Relations Commissioner?

continued support of staff.

Goals Worksheet

1. Why did you apply for the Human Relations Commission?

I wanted to be a part of something amazing and see change and unity in Selma

2. What would you like to get out of serving on this Commission?

- I want to be a better voice for those who need a platform and show them that they can do what I'm doing and do it better

3. What would you like to accomplish by volunteering on this Commission?

- To be confident in what I believe in and who I am.

4. What do you believe will help you be successful as a Human Relations Commissioner?

- Unity with the board members
- bring unity in the city
- have the support when I need to talk about a case and need help

Goals Worksheet

1. Why did you apply for the Human Relations Commission?

To get a better understanding of any issues of discrimination in our community.

2. What would you like to get out of serving on this Commission?

To learn if there are areas of discrimination in our community and what I can do to help.

3. What would you like to accomplish by volunteering on this Commission?

Serve my community with my experience and help people.

4. What do you believe will help you be successful as a Human Relations Commissioner?

Time to adjust and Training - so far everyone has been outstanding in this

1. Why did you apply for the Human Relations Commission?
 - a. I applied because I wanted to be part of giving back to the community in matters of diversity, upholding standards of equality for under-privileged and the minority population in Salina.
2. What would you like to get out of serving on this Commission?
 - a. To partner up with the community in solving current issues that are holding back its ability to develop as a safer and more welcoming city.
3. What would you like to accomplish by volunteering on this Commission?
 - a. To aid in improving the experience of minority or disadvantaged populations who live in Salina. Helping expose individual differences so that diversity can be appreciated rather than dismissed or ignored.
4. What do you believe will help you be successful as a Human Relations Commissioner?
 - a. Taking each case seriously and keeping in mind the goal of helping this community be a welcoming home for anyone regardless of the color of skin, ethnicity, religious preferences, sexual orientation, age, disability, and any other differences that may sit in contrast with the majority group.