



Bismarck Human Relations Committee

The Bismarck Human Relations Committee is scheduled to meet in regular session on Monday, May 16, 2022, at 5:15 PM in the 4th Floor Mayor's Conference Room, City/County Office Building, 221 North Fifth Street, Bismarck, North Dakota.

Call To Order

Roll Call

HRC Mission

The purpose of the Bismarck Human Relations Committee is to create an atmosphere of inclusion, equality, and accessibility through education and outreach to recognize the value of a diverse community.

1. Public Comment
2. Approval Of Meeting Minutes

Documents:

[HRC_MEETING_04182022.PDF](#)

3. 2022 HRC Goals

A. Build Committee Recognition

- 2022 20th Anniversary of the HRC
- Compose public service announcements

Documents:

[PSA EXAMPLE 1.PDF](#)
[PSA EXAMPLE 2.PDF](#)

B. Diversity University

1. Hosted Events

- Discussion

2. Partnered Events

- Capital Pride | June 17-19, 2022

C. Youth Engagement

- Student Art Show

D. Municipal Equality Index Rating

- Update from Jason Grueneich

Documents:

[MEI SCORECARD ACCOMPLISHMENTS.PDF](#)

4. Other Business

Adjournment

Next meeting: 5:15 PM, June 20, 2022

4th Floor Mayor's Conference Room- Bismarck City/County Building
221 N 5th Street, Bismarck, ND



Bismarck Human Relations Committee

4/18/2022 - Minutes

Call To Order

Chair Vannett called the meeting to order at 5:20 PM.

Roll Call

Committee members present were Darcy Andahl, Jason Grueneich, Thea Jorgensen, Trevor Vannett, Sargianna Wutzke, and Carl Young. Jason Tomanek with the City of Bismarck was also present.

Committee members Julie Ramos Lagos, Nicole Ralph, and Sashay Schettler were absent.

HRC Mission

Chair Vannett read the mission statement.

1. Public Comment

There was no public for comment.

2. Approval Of Meeting Minutes

Chair Vannett called for consideration of the March 21, 2022, meeting minutes.

Motion: Darcy Andahl motioned to approve the minutes of the March 21, 2022, meeting as presented. Sargianna Wutzke seconded the motion, and it was unanimously approved, with committee members in attendance voting in favor of the motion.

3. Review Anti-Hate Crime Ordinance

Jason Grueneich provided an update on the draft Hate Crime Ordinance. Mr. Grueneich indicated that the item will be introduced at the May 10, 2022, City Commission meeting. The commission's action at that time will be to consider the draft ordinance and to call for a public hearing. It is anticipated that the public hearing will be held on May 24, 2022. Committee members are encouraged to attend the commission meetings to show support for the ordinance.

4. 2022 HRC Goals

A. Build Committee Recognition

The group agreed to develop two unique public service announcements. The first will be to celebrate the 20th Anniversary of the HRC. The second will be a timeless message highlighting the works of the HRC and its role in our community.

B. Diversity University

- Band Night Parade | May 13, 2022 - The group has been registered for the parade and all members are encouraged to attend.
- Capital Pride | Summer 2022 - The group discussed the different levels of support for the Capital Pride sponsorship opportunities.
 - **Motion:** Jason Grueneich made a motion to mimic the 2021 Capital Pride level of support and participate in a Caring Community Sponsor at the \$250 level, Sargianna Wutzke seconded, and it was unanimously approved, with committee members in attendance voting in favor of the motion.

1. Hosted Events

2. Partnered Events

C. Youth Engagement

- Student Art Show - The committee discussed developing plans to support a student art show during the fall of 2022. The general consensus would be to have two groups of students; grades 4-8 and grades 9-12.

D. Municipal Equality Index Rating

Jason Grueneich and Jason Tomanek agreed to meet in April 2022 to compile responses in support of the 2022 Municipal Equality Index Rating.

5. Other Business

Adjournment

There being no further business to discuss, the meeting adjourned at 6:15 PM.



1025 N. 3rd Street
Bismarck, ND 58501

21-CusterPH-1029 - Bismarck Burleigh/Custer Radio Ad Production | :30 Ad Script

Becca: Ladies - can we ask you a question?...

Kjersti: What's keeping you from getting your mammogram or pap test?

Becca: A lot of women tell us it's because they simply can't afford it.

Kjersti: I'm Kjersti.

Becca: And I'm Becca. We're your local Women's Way coordinators.

Kjersti: If you're a North Dakota woman between 21 and 64, Women's Way may be able to pay for your mammogram, pap test, or both!

Becca: Find out if you're eligible at health.nd.gov/womensway

Kjersti: That's health.nd.gov/womensway



1025 N. 3rd Street
Bismarck, ND 58501

21-CusterPH-1172 - Radio Template | :30 Ad Script NORTH CENTRAL

Would need to be willing to travel to Bismarck to do voiceover recording in KAT studio.

Ladies - can I ask you a question?... What's keeping you from getting your mammogram or pap test?

If concerns about cost are keeping you from these life-saving screenings, call me. My name is **Kjersti Hintz** and I'm your local Women's Way coordinator.

If you're a North Dakota woman between 21 and 64, Women's Way may be able to pay for your mammogram, pap test, or both!

Learn more at health.nd.gov/womensway.

MEI SCORECARD – CITY OF BISMARCK – May 2022

- BISMARCK-BURLEIGH PUBLIC HEALTH
- BISMARCK VETERANS MEMORIAL PUBLIC LIBRARY
- CITY ADMINISTRATION

SECTION II. MUNICIPALITY AS AN EMPLOYER

D. Inclusive Workplace 2 pts:

Provide City Employment non discrimination HR policy here:

Flex: City Employee Domestic Partner Benefits

Provide City Policy Health Insurance:

SECTION III. MUNICIPAL SERVICES

- I. **LGBTQ+ Liaison in the City Executive's Office (5 points).** To earn credit in this category, the city must have an officially designated liaison to the LGBTQ+ community who reports to the city executive and whose designation as LGBTQ+ liaison and contact information is posted on the city website. An LGBTQ+ liaison serves as an accessible and friendly ear to the city's LGBTQ+ community and elevates LGBTQ+-related concerns to the city executive and other city officials. LGBTQ+ persons who work in the city executive's office do not qualify for credit in this category unless they serve as the official LGBTQ+ liaison and meet the above criteria. This role may be assigned to existing city staff. Additionally, the LGBTQ+ liaison to the city executive cannot double for credit as an LGBTQ+ police liaison (which is rated in Part IV), given the unique function of each of these divisions of city government.

- **Required Documentation:** A link to the city website displaying the LGBTQ+ liaison's title and contact information.

City of Bismarck Documentation/Information: Has anyone been designated? Is it on City website?

- II. **Flex: Youth Bullying Prevention Policy for City Services (1 flex point for sexual orientation/1 flex point for gender identity).** This category awards cities up to two flex points for implementing policies that prohibit bullying on the express basis of sexual orientation and gender identity in all youth-facing city facilities, activities, programs, and services. These policies should cover, for example, the city's parks and recreation department, library programs, and any other department or service that incorporates young people. For more on this topic, see our issue brief entitled, Inclusive and Innovative Approaches to Citywide Bullying Prevention, on the MEI home page, www.hrc.org/mei.

- **Required Documentation:** Copy of relevant municipal code provision(s) or city policy.

City of Bismarck Documentation/Information: – Christine/Library: Attach link to Library website & policy manual

- III. **Flex: City provides services to/supports LGBTQ+ youth (2 flex points).** Cities should offer services designed to address the unique needs of LGBTQ+ youth, who often face higher rates of bullying, harassment, and rejection after coming out. Cities can earn credit here by (1) directly providing services targeted to LGBTQ+ youth, (2) funding organizations that provide these services, OR (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services designed for LGBTQ+ youth. For LGBTQ+ youth resources, visit <http://www.hrc.org/resources/lgbtq-youth>.

Required Documentation: (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to LGBTQ+ youth).

City of Bismarck Documentation/Information: Possible with Youthworks

- IV. **Flex: City provides services to/supports LGBTQ+ people experiencing homelessness (2 flex points).** LGBTQ+ people – particularly youth – are disproportionately more likely to experience homelessness. Cities can earn credit in this section by (1) directly providing services targeted to LGBTQ+ people experiencing homelessness, (2) funding organizations that provide these services, OR (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to LGBTQ+ people experiencing homelessness.

- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to LGBTQ+ people experiencing homelessness).

City of Bismarck Documentation/Information:

[Youthworks](#) is a service provider that fits into this category. Does the City of Bismarck provide funding to Youthworks or in-kind support? BBPH works with their clients and we are members of the local homeless coalition and work with them through that entity, but I would not be able to show proof of direct support to them with financial documentation.

- V. **Flex: City provides services to/supports people living with HIV or AIDS (2 flex points).** HIV continues to disproportionately impact segments of the LGBTQ+ community. Cities can earn credit in this section by (1) directly providing services for people living with HIV or AIDS, (2) funding organizations that provide these services, OR (3) providing other meaningful types of support

(such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to individuals living with HIV or AIDS. For resources on HIV and AIDS, visit <https://www.hrc.org/resources/hrc-issue-brief-hiv-aids-and-the-lgbt-community>.

- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service targeted to people living with HIV or AIDS).

City of Bismarck Documentation/Information:

Bismarck-Burleigh Public Health offers administers the [Ryan White Program](#) which is a federally-funded program to help people living with HIV/AIDS get access to high-quality health care. By providing services aimed at removing barriers to HIV care, we strive to ensure that people stay actively retained in care with the ultimate goal of viral suppression and overall good health.

SECTION IV.. LAW ENFORCEMENT -

- I. **LGBTQ POLICE LIASON (10pts) - Provide documentation or link to Bismarck City Police Liaison**

SECTION V. LEADERSHIP ON LGBTQ EQUALITY -

- I. **Leaderships Pro Equality Legislative Efforts (0-3 pts)- Hate Crime Ordinance on Agenda - Attach Agenda with HCO in Consent Agenda**

General Information that I was unsure if it was applicable to the sections above but wanted to document supporting the MEI ratings:

Bismarck-Burleigh Public Health welcomes and provides services for all residents without discrimination through our local public health department. We display an "[All Are Welcome](#)" placard in our lobby to demonstrate that our health care facility is a welcoming and safe place for the LGBTQ community to receive health care services.

BBPH has also reached out to Dakota OutRight to obtain a toolkit to assist in [creating a safe space](#) for LGBTQIA2s+ youth looking for health services in our community. The toolkit contains posters, brochures and decals which can be used to identify our department as a safe and welcoming space for all and materials educating staff on how to create a welcoming and safe environment.

BBPH has been a sponsor for the the annual family-oriented summer event for the LGBTQ community, [Capital Pride](#), which is held in Bismarck. This sponsorship included a booth where BBPH staff provided health information and education to attendees to inform them of our services.

City Departments are Represented on the Local Resources Section for LGBTQIA2s+ populations: <https://dakotaoutright.org/lgbtqia2s-organizations/>

Bismarck-Burleigh Public Health - listed under Health Organizations

Bismarck Police Department - listed under support organizations

Jason, we should attach relevant links & documents to this Doc, then email them at mei@hrc.org and ask that they reach out for anymore documentation or corrections and guidance as we are wanting to improve up to 100 if possible.