

**Human Right Commission  
October 28, 2008 Meeting Minutes**

**Members Present:** Mary Bixby, Randy Cole, Glenn Glasgow, Marie Glaze, Oona Paredes, Valeta Snell, Mark Thomas

**Staff Present:** Steve Hollis, Shawna Victor

**Others Present:**

- I. **Call to Order:** The meeting was called to order at 5:07 p.m.
- II. **Approval of Agenda:** Glasgow made a motion to approve the agenda. The motion was seconded by Thomas and passed as follows: Bixby – Aye, Cole – Absent for vote, Glasgow – Aye, Glaze – Aye, Paredes – Absent for vote, Snell – Aye, Thomas – Aye
- III. **Dinner Meeting to Discuss Human Rights Enhancement Program Proposals:** The commission discussed the issues and concerns they each had with the proposals.
- IV. **Organization Hearings-Human Rights Enhancement Program:** The commission held hearings with the following organizations.

Organization	Program	Funding Requested
Amnesty International Club Hickman High School	The Human Rights Crisis in Tibet – Venerable Champe Lhumpo	\$350.00
Apoyo A Locubano	Language and Cultural Exchange	\$500.00
Gaines/Oldham Black Culture Center	Yan-koloba: Cultural Competency Workshops	\$733.00
Parkade Elementary School	“Celebrate the Dream” (Black History Month Job Shadowing Program)	\$600.00
Ragtag Cinema	Telling Stories, Changing Lives – Resilience in War-Torn Africa	\$500.00
Services for Independent Living (Committee for Sibling Supports in Mid-Missouri)	Sibshop Facilitator Training	\$1,000.00
Stephens College	Intercultural Conflict Resolution Training Pilot Program	\$1,000.00

- A. *Amnesty International:* George Frissell and Allison McSherry were present on behalf of this item. Frissell said the connection to human rights education is with the situation in Tibet. This was given more attention during the Summer Olympics. During the day, Champe speaks to classes at Hickman about theology and cosmology of Tibetan Buddhism. After school, he speaks at the Amnesty International meeting. There were close to 200 students who attended the meeting last fall. Champe spoke at that meeting about his trip back to Tibet and the current situation in Tibet. Champe, like many other Buddhists, does not advocate violence. They do not want to overthrow the current government in Tibet but strive for an autonomous Tibet.

McSherry said she was able to better understand the situation in Tibet after hearing Champe speak.

Frissell noted Champe does have good conversations with the Chinese-American students.

Thomas asked if Rock Bridge and Douglas students would be invited to this event as they have in the past. Frissell said it is difficult to have Rock Bridge and Douglas students attend the discussions during the day but they are welcome to the Amnesty International meeting after school.

Glasgow asked how this affects Columbia. Frissell said this brings an international issue to Columbia and allows more students to become involved with the cause and Amnesty International.

Hollis said the date for the event is incorrect for this proposal and asked if he knew when Champe would be in next year. Frissell said he is not sure of the exact date but it is always the second Tuesday of November.

Glaze noted a performance measures page will have to be submitted.

- B.** *Apoyo a Locubano*: Teanna Medina was present on behalf of this item. Hollis noted staff received a phone call about possibly withdrawing the proposal. He suggested coming to the meeting to speak to the commission to help them understand the program and to keep doors open for possible future funding.

Medina said this is a language and cultural exchange with Cuban refugees. MU students are paired with a refugee to help them learn English, get better jobs and continue their education. This also helps the volunteer with their Spanish and the Cuban culture.

The refugees find this program more beneficial as it is cheaper than the language program at MU, which costs \$5,000 per semester, and this program is more flexible around their schedule.

The program began in March. She is looking for funding because they have no books or other learning materials for the refugees.

This relates to human rights because everyone has the right to continue and pursue an education.

Medina said she would like to withdraw her proposal because she is not sure if number of refugees will remain the same in the program. Two refugees left the program within recent weeks.

Bixby asked who their sponsor is as this is a student organization on campus. Medina said it is a professor in the Spanish Department.

Thomas asked if there are other options for refugees for language classes that do not cost anything. Medina said MU and Columbia College offer classes. Neither of these seemed to work with the refugees' schedules. This program has the volunteer go to the refugee's home.

Hollis suggested volunteering with Centro Latino as they already receive funding from the City. Also, Centro Latino offers evening classes and has child care.

One other concern Hollis had was with the unit of service definition in the proposal, 18 people. He cannot write a contract for people, so he suggested the unit be changed to number of hours of tutoring to be provided.

The final concern was, is English as a Second Language an appropriate use of Human Rights Enhancement Program funds?

- C.** *Ragtag Cinema*: Milbre Burch, Kindcrone Productions, and Sarah Bantz, Ragtag Director, were present on behalf of this item. Burch said this will be a portion of a four day residency with author Ishmael Beah ("A Long Way Gone – Memoirs of a Boy

Solider”) and storyteller Laura Simms. They will do a variety of events around town such as the University of Missouri, Stephens College, Columbia College, discussion with high school students, teach a middle school class, and give concerts for elementary students on stories of peace and justice.

This proposal is to help bring the documentary film “Sierra Leone’s Refugee All Stars” back to Ragtag. This film was previously shown during the True/False Film Festival. The filmmakers are being asked to come back for the event. Beah is a refugee from Sierra Leone and knows the filmmakers. Ragtag has offered their facility for the film to be shown. Beah, Simms, the filmmakers and the community would have a roundtable discussion after the film has been shown of how film, written and or spoken word can be used as a pathway to healing and resilience after a conflict. The focus of the overall residency will be human and civil rights violations in times of war, whether it is child inscription, human trafficking, loss of property and place by refugees. It is their hope by exposing youth and adults in the community that they will help the teens see how making their life story is a way to turn a negative experience into a positive learning experience for others.

Glaze notes she liked how they will include the at risk youth in the community. She asked how much adults would be paying and if there would be any type of scholarship for those on a fixed income. Bantz said Ragtag does a sliding fee scale for their movies and would offer some type of sliding fee scale or scholarship for those who wanted to attend this event. They will not turn anyone away.

Snell asked if the sliding fee scale would be advertised. Burch said they are in the process of working on advertisements at this time and that will be included.

- D.** *Services for Independent Living (Committee for Sibling Supports in Mid-Missouri):* Mark Ohrenberg was present on behalf of this item. Ohrenberg said during his work with the Youth and Family program at SIL, he began to see the need to develop a Sibshop and to provide some type of education so others could facilitate Sibshops in the community. A Sibshop is a program for families that have a disabled family member to help them better understand what it is like to have a family member with disabilities. This will help siblings and even parents discuss issues they are having and allow them to see there are commonalities in their everyday lives.

This funding would help bring in a national speaker, who developed the Sibshop program, to train people to become facilitators. They would have a two-day workshop with the first day consisting of a background of the Sibshop program and the second day participants would be able to see how a Sibshop would be facilitated.

Hollis noted there are a few errors on the budget pages of the proposal that will need to be corrected before a contract is awarded and one of the performance measures is missing an indicator.

- E.** *Parkade Elementary:* Sky Jimenez was present on behalf of this item. Jimenez said this will be the 15<sup>th</sup> year of this program. It was started by herself and Cheryl Laws because of the results of a survey of junior high and high school students who did not believe there were any African American professionals or business owners in the community. This program is for 5<sup>th</sup> grade students. The students are paired with African American professionals to help broaden their ideas of what type of career they can have when they get older. Some mentors continue their relationship with the children after the program.

The children go through an eight week program to teach the children manners, how to shake hands, how to dress, conduct an interview and table manners.

After the shadowing program, the children and mentors attend a lunch at Columbia College.

The PTA and schools help with the program, such as providing transportation. A lot of the work that is done for this program is by volunteers.

This is inexpensive for having such a large impact with the children and mentors.

Bixby asked if other groups participate in programs like this. Jimenez said this program started in honor of Black History Month. The schools do projects with other groups throughout the year. She could not take on any additional tasks as she does this on a volunteer basis.

Thomas asked how the mentors become a part of the program. Jimenez said originally the mentors were recruited through their own personal connections. After the first few years, the network has grown.

Snell asked if they have reached out to other organizations and civic groups about possible funding. Jimenez said they have applied for a Teaching Tolerance grant but have not received it. They have spoken with other groups and have occasionally received funds.

Glaze noted performance measures will have to be submitted.

- F. *MU Gaines/Oldham Black Culture Center*: Nathan Stephens was present on behalf of this item. Stephens said he attended cultural competency training in Kansas City where Yan-Koloba was part of the program. Yan-koloba is a game that is played in Cameroon. Members of each community meet each evening under a tree to discuss issues in their village. The game has been adapted for play in the American society and provides a mat with a theme, such as team work or character traits, and wooden blocks that are passed around. All participants sing a song while taping their blocks and passing them around. The facilitator asks questions about the theme. This game crosses all demographics, promotes Afro centric values and is a fun way to integrate cultural competency into training.

Bixby said she has concerns about the data. Stephens said this is information provided by National Endowment for the Humanities. The commission expressed concerns that the survey instrument submitted was focused on only one component of the program.

Cole said he noticed in the proposal the target audience will be residents of Columbia. Stephens said that is correct.

Cole asked if their goal is to have a diverse group, he wanted to know how the white community will be involved. Stephens said they planned to do a lot of advertising through different media outlets.

Hollis noted there was a small error on the detail program budget page and the overall program budget page. This will need to be corrected. The commission also requested a revised survey instrument be submitted.

- G. *Stephens College*: No one came before the commission to discuss this proposal.

## V. Commission Work Session-Preliminary Funding Recommendations

- Amnesty International: Thomas made a motion to allocate \$350 to Amnesty International contingent upon the receipt of the following:
  - A revised cover page listing the correct program date.
  - A revised Detailed Program Expenses budget page citing the speaker's fee under "Conferences/Meetings" rather "Professional Fees" along with the required addendum providing detail about expenses requiring 70% or more of requested funding.

- A revised Total Program Budget page correctly listing \$350 in expenses under “Non-Personnel” rather than under “Personnel” and listing “Total Expenses”. The required itemization of in-kind donations needs to be submitted as well.
- Acceptable performance measures utilizing the template provided in the proposal form.

The motion was seconded by Paredes and passed unanimously.

- Apoyo A Locubano: The commission had concerns about the possible funding of English as a Second Language program with Human Rights Enhancement funds.

Thomas made a motion to not allocate funds to Apoyo A Locubano due to the services proposed are already being purchased by the city with another agency, Centro Latino. The motion was seconded by Snell and passed unanimously.

- MU Gaines/Oldham Black Culture Center: Bixby said she still has concerns about the pre and post tests.

Snell made a motion to allocate \$733 to MU Gaines/Oldham Black Culture Center contingent upon the receipt of the following:

- The commission was concerned that the pre and post survey instrument was focused on only one component of the program. The commission asked that the organization submit and utilize a survey instrument which measures the impact of the broader program.
- A revised Total Program Budget page which lists other sources of program revenue, the total amount of program revenue, personnel and non-personnel expenses, and the correct total of program expenses. The revised document should also list the requested City of Columbia HRC funding in the “Total Organization Budget” revenue column and provide the total organization revenue amount.

The motion was seconded by Cole and passed unanimously.

- Parkade Elementary: Thomas made a motion to allocate \$600 to Parkade Elementary contingent upon the receipt of acceptable performance measures. The motion was seconded by Glasgow and passed unanimously.
- Ragtag Cinema: Thomas made a motion to allocate \$500.00 to Ragtag Cinema contingent upon the organization making attendance to the film available on a sliding fee scale basis and including this information in the publicity for the program. The motion was seconded by Snell and passed unanimously.
- Services for Independent Living: Bixby made a motion to allocate \$1,000 to Services for Independent Living contingent upon the receipt of the following:
  - A revised Total Program Budget page listing total program and organization revenues.
  - A corrected performance measures template citing an indicator for the “participants” knowledge increases” outcome.

The motion was seconded by Glasgow and passed unanimously.

- Stephens College: Cole made a motion not to allocate any funds due to the proposal’s failure to meet two of the RFP guidelines:
  - The program is not open to the larger community as it is intended to serve Stephens faculty and staff only.

○ Sufficient, dollar-for-dollar matching funds were not cited in the proposal.  
The motion was seconded by Paredes and passed unanimously.

Thomas moved to accept the preliminary funding recommendations as voted during the meeting. The motion was seconded by Paredes and passed unanimously

**VI.** Adjournment: The meeting adjourned 8:48 p.m.

Respectfully Submitted,

Steve Hollis, Manager

Office of Community Services