

Human Rights Commission November 2, 2005 Meeting Minutes

Members Present: Randy Cole, Marie Glaze, Noel English, Lawrence Morganfield III, Mark Thomas, Valeta Snell

Members Excused: Glenn Glasgow

Staff Present: Phil Steinhaus

- I. **Call to Order/Introductions:** Glaze called the meeting to order and introductions were made.
- II. **Approval of Agenda:** Morganfield made a motion to approve the agenda. Second by Snell. The motion passed by a unanimous vote.
- III. **Dinner Meeting to Discuss Human Rights Enhancement Proposals:** Commissioners reviewed and discussed the nine submitted proposals over dinner. Thomas indicated that he had to leave at 6:30 p.m. for a work engagement and shared his verbal comments and written recommendations for funding with the rest of the commission.

English raised several issues for discussion regarding the funding process.

- Is it possible to directly fund other programs besides the Columbia Values Diversity Celebration without these other programs having to apply for funding each year?
- Is it possible to do multi-year funding for some programs?
- Is it possible to target specific issues and encourage organizations to submit proposals responding to these target issues?
- Is it possible to request more funds in future years and what has been the history of these funding requests?

There was good general discussion about these issues without any formal conclusions. Commissioners agreed to discuss these issues at future meetings.

Commission members discussed various merits of individual proposals prior to the hearings.

Glaze reviewed the hearing process saying that the commission would allow each organization to give a 3 minute presentation and then leave the balance of time for commissioner questions. Following the hearings, the commission would then discuss how best to allocate the \$5,100 appropriated for this year's funding process.

- IV. **Organization Hearings:** The commission held hearings with the following organizations. Each organization gave a 3-5 minute presentation followed by questions from the commission.

Organization	Program Service	Funding Request
Alternatives to Violence Project	AVP Workshops	\$850.00
Center for Multicultural Research, Training and Consultation	Journeys of Pride and Pain: Key Developmental Issues for LGB Youth and their Educators	\$800.00
Center for Innovations in Education (CISE)	Disability Etiquette Community Needs Assessment	\$1,457.00
Mid-Missouri LGBT Coalition	PrideFest 2006	\$1,000.00
Services for Independent Living	People Advocating for the Voice of Equality	\$1,533.00
Friends of Peace Studies Faith and Education Collaborative	Stories of Hate: How They Affect A Culture Of Peace	\$550.00
Amnesty International Hickman High School	The Human Rights Crisis in Tibet: Venerable Champe Lhumpo	\$350.00
Hickman Global Issues Club	Africa Peace Conference	\$750.00
Parkade Elementary School	"Celebrate the Dream" (Black History Month Job Shadowing Program)	\$600.00

TOTAL FUNDING REQUESTS: \$7,890.00

- A. Alternatives to Violence Program:** Joan Wilson, Pat Wixom and Randy Fletcher attended and gave a brief overview of the program. They shared that they had mixed success with attendance at some of their workshops in the past year. The organization is working to improve their marketing and community outreach for the program. They have a long history of providing this program to inmates at the Boonville prison as well as their community based programs. Commissioners expressed general support for their work in the community and the dedication of their volunteers.
- B. Center for Multicultural Research, Training and Consultation:** Lisa Flores gave a brief overview of the proposed program. The organization has sponsored an annual lecture series at the Columbia Public Schools to provide additional opportunities for teacher in-service training. Over 130 persons attended this year's program. The topic planned for next year will be on gay/lesbian/bi-sexual issues affecting youth presented by Dr. Croteau from Western Michigan University.

Flores shared that the center has been working with the Columbia Public Schools – Office of School Improvement to organize the lecture series and that the response from teachers has been very positive.

- C. Center for Innovations in Education (CISE):** Phyllis Barks attended and gave a brief overview of CISE which has a 30 year history of working in the community and with community groups. CISE would like to conduct a needs assessment with community businesses to determine the need for additional training in service etiquette for persons with disabilities. She believes that local businesses could benefit from etiquette training that would allow them to provide better service to their clients with disabilities. By conducting a needs assessment that involves businesses in the planning and implementation process, Barks hopes to gain better buy-in from businesses and be better able to tailor the training to meet their needs. CISE hopes to complete the assessment within six months and then publish an etiquette guide. They will seek other funding to publish the guide.
- D. Mid-Missouri LGBT Coalition:** Nicki Nixon attended and gave a brief overview of the PrideFest program. Last year was the second year for this program and it was well attended and grew from the previous year with quite a few more community organizations sponsoring booths at their resource fair. In 2006, they expect up to 1,000 people to attend. They expect to have additional community organizations participate in the resource fair this year. New this year will be a series of educational workshops. The festival will be held at Stephens Park this year.
- E. Services for Independent Living:** Tarzie Hart and Jodie Severns attended and gave a brief overview of the People Advocating for the Voice of Equality (PAVE) program. PAVE helps persons with disabilities develop public speaking skills who then go out and make presentations about their disabilities. These presentations are mainly focused on schools and work to educate children about persons with disabilities through personal interaction. The PAVE program hopes to work more closely with the media in the upcoming year.
- F. Friends of Peace Studies Faith and Education Collaborative:** Otto Steinhaus and Uel Blank attended and gave an overview of this new community initiative. Their collaborative is working to develop models for dialogue between the faith and education communities in an effort to improve communication and help create a "culture of peace." The program will use "listening circles" to help participants improve their listening skills. Currently there are ten religious organizations that are participating.

The proposed program will be called, "Stories of Hate: How They Affect A Culture Of Peace" and will use a variety of stories to stimulate discussion and encourage dialogue between the faith and educational communities about how they can work together to create a community culture of peace.

- G. Amnesty International Hickman High School:** George Frissell attended and gave a brief overview of the program. Funds are being requested to cover the cost of bringing Champe Lhumpo to Hickman High School to talk about the Human Rights Crisis in Tibet. This program has been funded in previous years by the Conrad Stawski fund which has now been depleted. Champe Lhumpo will speak with sophomore block classes, Classical Studies classes and the Amnesty International Chapter at Hickman High School. Others from the community are also invited to hear him speak.

H. Hickman Global Issues Club: Allison Minor and four other students from the club attended and gave a brief overview of their new club. The club is planning an Africa Peace Conference to help raise awareness among high school students about human rights issues in Africa. The club wants to encourage interaction between students and the broader community as well. They have scheduled a speaker, Abraham Luth, who escaped the genocide in the Sudan at the age of seven. Others speakers are being planned who will focus on the AIDS crisis in Africa and other issues. A variety of other cultural activities are planned in association with the conference.

I. Parkade Elementary School: Sky Jimenez attended and gave a brief overview of the program. The Celebrate the Dream program is now in its 10th year and serves all 5th grade students at Parkade Elementary School. All 5th grade do job shadowing with an African-American in our community. Students learn proper etiquette and workplace behavior in the process and get exposed to a variety of professions and careers. Jimenez shared that the program has build incredible bridges between kids and adults in the community. They are experiencing some issues with transportation this year which they hope to resolve.

V. Commission Work Session: The commission decided to discuss each funding request in alphabetical order and then adopt the final funding recommendations in one motion. Each commissioner referred to their individual rating sheets and preliminary recommendations during the process. The following recommendations were made:

Organization	Program	Funding Recommendation
Alternatives to Violence Project	AVP Workshops	\$700.00
Amnesty International Hickman High School	The Human Rights Crisis in Tibet: Venerable Champe Lhumpo	\$350.00
Center for Innovations in Education (CISE)	Disability Etiquette Community Needs Assessment	\$500.00
Center for Multicultural Research, Training and Consultation	Journeys of Pride and Pain: Key Developmental Issues for LGB Youth and their Educators	\$400.00
Friends of Peace Studies Faith and Education Collaborative	Stories of Hate: How They Affect A Culture Of Peace	\$550.00
Hickman Global Issues Club	Africa Peace Conference	\$600.00
Mid-Missouri LGBT Coalition	PrideFest 2006	\$600.00
Parkade Elementary School	"Celebrate the Dream" (Black History Month Job Shadowing Program)	\$600.00
Services for Independent Living	People Advocating for the Voice of Equality	\$800.00
	TOTALS:	\$5,100.00

The commission directed staff to provide written comments to each agency based on their comments during the allocation work session. [Staff Note: The following comments were included in the funding notification letters that were sent to each organization.]

Alternatives to Violence Project: AVP Workshops

Comments: The commission commends your efforts to provide this important program to our community and recognizes the extraordinary dedication of your volunteer facilitators.

[Additional staff comments included in the letter: The commission would like to encourage you to continue to focus on the recruitment of a diverse set of program participants. Possible collaboration with the Imani Mission Center or the Juvenile Justice Center might lead to Alternatives to Violence Programs for at-risk youth, particularly those who have already experienced violence in their lives.]

Amnesty International Hickman High School: The Human Rights Crisis in Tibet: Venerable Champe Lhumpo

Comments: The commission commends your efforts to provide this important program to Columbia high school students and for including other students and community participants. The commission was very impressed by your dedication and the cost effectiveness of this educational program.

Center for Innovations in Education (CISE): Disability Etiquette Community Needs Assessment

Comments: The commission commends your efforts to educate our community about proper etiquette for persons with disabilities. The commission thinks that your approach will result in better buy-in by the business community. The commission is recommending funding to help cover the printing and postage costs of the assessment and would like to encourage to seek donations and other in-kind resources to cover the cost of meetings and clerical assistance.

Center for Multicultural Research, Training and Consultation: Journeys of Pride and Pain: Key Developmental Issues for LGB Youth and their Educators

Comments: The commission commends your efforts to connect the resources from your center with teachers from our local schools. The commission would like to encourage you to make future programs more interactive and dialogue based with the teachers attending the program.

Friends of Peace Studies Faith and Education Collaborative: Stories of Hate: How They Affect A Culture Of Peace

Comments: The commission commends your efforts to engage the faith and education communities in this important dialogue and the development of a model that can be used by these communities to address problem solving within their organizations. The commission encourages you to communicate with Nanette Ward about your program so as to avoid scheduling conflicts.

Hickman Global Issues Club: Africa Peace Conference

Comments: The commission commends your efforts to educate other students about human rights issues in Africa and helping them to understand how they are able to impact the lives of others both locally and globally. The commission would like to

encourage you to consider planning club fund raising efforts to help support this program in the future.

Mid-Missouri LGBT Coalition: PrideFest 2006

Comments: The commission commends your efforts to inform our community about LGBT issues and the additional of educational workshops to this year's event.

Parkade Elementary School: "Celebrate the Dream" (Black History Month Job Shadowing Program)

Comments: The commission commends your efforts to continue to provide this important program to students at Parkade Elementary School. It is the sincere wish of the commission that you are able to resolve your transportation issues. The commission would like to encourage you to consider additional sponsors or fund raising efforts to support this program.

Services for Independent Living: People Advocating for the Voice of Equality

Comments: The commission commends your efforts to continue to offer this program in light of state budget cuts to your agency and increasing transportation costs. The commission would like to request a list of presentations that have been made by PAVE this year and encourage you to explore using city Paratransit services to assist with your transportation needs.

Cole made a motion to adopt the final funding recommendations as decided by the commission. The motion was seconded by Morganfield. The motion passed by a unanimous vote.

- VI. Adjournment:** Glaze thanked everyone for their hard work and commitment to the commission's funding process. The meeting was adjourned.

Respectfully Submitted,

Phil Steinhaus, Manager
Office of Community Services