

**Human Relations and Equity Committee**  
**Working Meeting**  
**December 14, 2022**

**Present:** C Erickson

**Present:** Via Zoom – N Korpela, G Gripper, C Rencontre,

**Guests:** Via Zoom -- A DiGiorgio, A Nosal

The group began with discussion of LGBTQ issue centered on the person “protesting” in front of downtown businesses, making videotapes, and posting them to a social network, causing harassment for at least one business owner.

It was decided that guests, Nosal and DiGiorgio, working with member Korpela, will create a one page information sheet with Dos and Don'ts about how to respond to similar situations. The reason is to begin a process that will help businesses and Public Safety meet shared expectations about responses, build trust, and begin the process of education for the public about how to respond to similar situations. The small group will work on the document via email and have it ready for the next working meeting on December 27.

The goal is to have the document to share with the City Staff on January 10 at a meeting with HREC, so city people are informed about what HREC is trying to do. Erickson will speak with the Chamber of Commerce Director to determine when and how a public educational meeting could take place. Erickson will also alert the City Manager and the Mayor about what HREC is working on, so they are kept informed. Nosal will inform DIDA about the work.

Timeline agreed upon is as follows:

Document ready by Dec 27

Present document to city staff in January (10<sup>th</sup>)

Invite businesses to a 1-hour meeting to discuss expectations, and document input

Disseminate document to city businesses

Set up a more formal educational meeting for businesses and public – Late January or in February

Then discussion turned to further revisions of Spark Plan.

The group combined the Burchell Revisions with the Gripper Revisions and discussed differences/agreements/removals. Erickson will aim to have the revised document ready for the Dec 27 meeting. The revised document has been renamed and is in the shared HREC folder on Google Drive: Spark Plan Revisions from Dec 14, 2022.

**Meeting adjourned** at 8pm

**Next Working meeting:** Dec 27, 6pm, Women's Room, Memorial Building.