

## HREC Meeting Notes for 11/30/2022

Present: Christina, Gerry, Carol and Annette

Guest: Amy Nosal, Paul Anderson

Amy addressed HREC as a member of DIDA. Wanted to discuss a concern for safety. There was a person in the downtown area with a sandwich board, with a phone rigged up on the board for his YouTube, as an anti-LGBTQ+. Area businesses have been engaged by this person and then videos of the conversations added to his YouTube page. As a result, local businesses have been seeing more traffic (online) and phone calls, regarding these conversations.

One business owner called the police and they were not entirely sure how to respond. Amy is wondering if there is some kind of "collective response" that we can use? Perhaps meeting with Andrew G. to ask what officers should do to respond to complaints of harassment if something like this happens?

The question on the sandwich board is, LGBTQ a sin?

A local business owner, who engaged with this individual, is becoming afraid to answer the phone. The individual recorded the responses when he approached people and then edited the videos to make the conversation(s) seem different than they were.

Gerry asked whether there are laws in Michigan re: allowing recording of these kinds of conversations?

Amy would like to work closer with HREC on these kinds of topics and potentially as part of our Spark plan.

Amy did a quick recap for Paul as he entered the meeting at 6:16 PM.

Annette indicated that she appreciated Amy's initial e-mail related to wanting to provide education and resources for the community.

Amy indicated that she has found resources, but they need to be massaged to be used for the public. She does do bystander work with Dove. Also, would like a place to warehouse those resources.

Carol: Maybe we need to also re-connect with GCC re: the bias and micro-aggression training. Also, contacting Andrew about what the laws are when the individual with the sandwich board is actually editing the videos to make them appear different from the actual conversation(s).

Gerry: discussed the national strategy of confrontation is finally seeping into Ironwood.

Annette: Discussed the underlying effort to push back against LBGQT whether its in the form of voting out a block of school board members who were LBGQT friendly, and/or anti-LBGQT questions that were asked at the forum for the school board.

Carol said that she will add bystander training and related items to our Sparks Plan.

Paul indicated that the staff would like to meet with HREC and we can discuss how we can interact with each other. The new clerk is starting on Friday. Paul is also new. The meeting would probably be about an hour so that we can talk through a number of issues.

Carol asked if Paul had any ideas for a date we can meet? Paul indicated that after the new year would probably work best. We still plan to submit our Sparks Plan by the 2-3<sup>rd</sup> of January for the January 9 City Commission meeting.

Annette: asked Paul what kinds of things we should be ready to discuss.

Paul: The types of things that staff can forward to HREC. Must also reprogram everyone's thinking (since HREC) is new, so that HREC is fully integrated into City operations. Paul asked if the staff meeting should be before the commission meeting? Paul suggested we move back the Commission meeting and meet with staff first.

Gerry: The plan of action (priority items) will most likely be sorted after meeting with the Commission. The current list is a parking spot for a number of items. Gerry said that by January 9, he would like us to be able to say, here's our (HREC's) body of work, which will connect nicely with the overall comprehensive plan.

Carol and Annette provided Paul with an overview of our current Sparks Plan draft. The goal is for the Sparks Plan to be integrated into the city comprehensive plan. (a five-year plan)

Paul scheduled a meeting with HREC and the City Staff on January 10<sup>th</sup>, for a two-hours starting at 8:00 AM. We will present to City Commission on January 23<sup>rd</sup>. In the meantime, Paul will work on getting HREC's minutes and etc. posted on the city website.

Gerry asked Amy if we could get our quarterly meetings published on the FELiveline.org. She said yes, but indicated there is a new volunteer that is posting on the site now. She will send the information on to Carol.

Amy indicated that HREC would also qualify for free publication in the paper in the community section.

Christina exited the meeting at 7:10 PM.