



Under Section 610.015 of the Missouri Sunshine Law provides that members of the Kirkwood Human Rights Commission who are not physically present are able to participate and vote on all matters when an emergency exists and the nature of the emergency is stated in the minutes.

The U.S., and the World, is in a state of emergency due to the Coronavirus--Covid-19. The Missouri Governor and the County Executive directed all citizens to limit meetings and gatherings to a few people to avoid the spread of the Coronavirus. Therefore, members of the Kirkwood Human Rights Commission can elect to participate in virtual meetings so that they are compliant with such Orders and for the public health and safety of each other and the general public.

To follow along with the Kirkwood Human Rights Commission meeting, please see the instructions below.

You are invited to a Zoom webinar.

When: December 8, 2020 06:30 PM Central Time (US and Canada)

Topic: Kirkwood Human Rights Commission

Please click the link below to join the webinar:

<https://zoom.us/j/95021219387?pwd=b25xSmtzMmtvWTFkd2Q1OFRBRUt1dz09>

Passcode: 664924

Or iPhone one-tap :

US: +13126266799,,95021219387#,,,,,0#,,664924# or
+16468769923,,95021219387#,,,,,0#,,664924#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 312 626 6799 or +1 646 876 9923 or +1 301 715 8592 or +1 346 248
7799 or +1 408 638 0968 or +1 669 900 6833 or +1 253 215 8782

Webinar ID: 950 2121 9387

Passcode: 664924

International numbers available: <https://zoom.us/j/95021219387>

****SEE THE FOLLOWING PAGE FOR THE AGENDA**



**Human Rights Commission
Agenda
Tuesday, December 8, 2020, 6:30 p.m.
Location: held virtually via Zoom**

- I. Call to Order – Amanda Sher, Chair
- II. Roll Call – Geoff Morrison, Secretary
- III. Approval of Minutes (November 10, 2020)
- IV. City Council Liaison Comments – Maggie Duwe
- V. Chief Administrator Comments – Russ Hawes
- VI. Visitor Introductions and Comments
- VII. Chair Remarks
- VIII. Selection of Essay Contest Prompt
- IX. Meeting Updates
- X. New Business
- XI. Next Meeting
- XII. Adjourn

Staff Liaison: Russ Hawes Phone: 314-822-5803 Email:

hawesrb@kirkwoodmo.org

Chair: Amanda Sher

Accommodation: The City of Kirkwood is interested in effective communication for all persons. Persons requiring an accommodation to attend and participate in the meeting should contact the City Clerk at 314-822-5802 at least 48 hours before the meeting. With advance notice of seven calendar days, the City of Kirkwood will provide interpreter services at public meetings for languages other than English and for the hearing impaired. Upon request, the minutes from this meeting can be made available in an alternate format, such as a CD, by calling 314-822-5802.

KIRKWOOD HUMAN RIGHTS COMMISSION
Minutes
November 10, 2020
6:30 p.m.

Under Section 610.015 of the Missouri Sunshine Law provides that members of the Human Rights Commission who are not physically present are able to participate and vote on all matters when an emergency exists and the nature of the emergency is stated in the minutes.

The U.S., and the World, is in a state of emergency due to the Coronavirus--Covid-19. The Missouri Governor and the County Executive directed all citizens to limit meetings and gatherings to a few people to avoid the spread of the Coronavirus. Therefore, members of the Human Rights Commission can elect to participate in virtual meetings so that they are compliant with such Orders and for the public health and safety of each other and the general public.

The meeting was called to order at 6:30 p.m. by Chair Amanda Sher.

Present

Carolyn Becker
Bob Boyd
Michelle Cole
Judy Moticka, Vice Chair
Geoff Morrison, Secretary
Margie Palazollo
Amanda Sher, Chair
Paul Ward
Jeannie Webdell

Absent

Council Liaison

Maggie Duwe

Staff Liaison

Russ Hawes

Other

Kim Sansegraw, City of Kirkwood

Roll Call

Roll call was taken by Geoff Morrison with attendance reflected above.

Presentation by Dr. Howard Fields, Assistant Superintendent of Human Resources

Geoff Morrison introduced Dr. Howard Fields, who was invited to speak about his role in the Kirkwood School District.

Some items noted were:

- Dr. Fields' role is to support, develop, recruit and retain staff. He is also responsible for ensuring the staff is adhering to board policy. Dr. Fields works on the Kirkwood School District Equity Task Force which addresses equity within the school district. He helps in diversifying the workforce and supports them once they come in.

- The Missouri School Board Association has policies but there are only two policies that reference equity. Dr. Fields has presented two policies to be adopted in the Kirkwood School District (ACI and ACJ for racial and educational equity).
 - Dr. Fields will email the Equity Board Policies to Amanda for KHRC to review.
- Kirkwood Teachers of Color (KTOC) gives minority staff members a level of support. They meet regularly and discuss systemic racism and the lack of diversity.
- The Achievement Gap is based on outcomes and should be more about opportunities for children of minority.
- Dr. Fields explained how more candidates of color are being interviewed but they are not getting the job. He looks at bias and deliberation to find the best person.
- There is an advisory committee at the school district to address the constantly changing COVID-19 pandemic challenges.

Approval of Minutes

Motion was made by Carolyn Becker and seconded by Geoff Morrison to approve the minutes of the October 13, 2020 meeting. All in favor, motion carried.

City Council Comments

- Council Member Duwe congratulated the KHRC for the great job on the Notary Ballot events held before the election. There were a total of 97 people who had their ballots notarized
- Council Member Duwe encouraged the KHRC to stay in contact with the Kirkwood School District as suggested by Dr. Fields.

Chief Administrative Officer Comments

- Chief Administrative Officer Russ Hawes reported that City Council passed the Site Plan for the "James" which is a mixed-use development located at the current UMB location. This will bring more people to Downtown. This project will incorporate pedestrian accommodations and public space to the area.

Chair Remarks

Nothing to report.

Selection of Denis Hart Award of Excellence

Motion was made by Judy Moticka and seconded by Geoff Morrison to award Roberta McWoods the Denis Hart Award of Excellence. All in favor, motion carried.

Geoff will get the award ordered and staff will produce a letter for the KHRC to be mailed to Roberta McWoods.

Ballot Notary Drive Update

Judy Moticka reported there were 97 ballots total notarized. There were many first time voters attending the events.

New Business

Judy Moticka explained the essay contest to the commissioners and will be sending out an email with prior year's prompts and asking for prompt suggestions for the next essay contest. There will be a vote on the submitted prompts at the next KHRC meeting.

Next Meeting

- Contact Roberta McWoods to invite to the next KHRC meeting
- Contact Dr. Ulrich to invite to a future KHRC meeting

The next regular meeting of the KHRC is scheduled to be held on December 8, 2020 at 6:30 p.m., via Zoom.

Other

Verbal Judo training will be at City Hall in the Council Chamber from 7:00 p.m. to 8:30 p.m. on November 12, 2020.

Jeannie Webdell reported St. Peter's Church is having a Zoom presentation on Wednesday, November 11, 2020, featuring Adelaide Lancaster from We Stories, an organization that engages people about racial bias. Jeannie will email the information to everyone.

Adjourn

Motion was made by Judy Moticka and seconded by Jeannie Webdell to adjourn. All in favor, motion carried.

Geoff Morrison, Secretary

Kimberly R. Sansegraw

From: Judy Moticka <judy.moticka@gmail.com>
Sent: Wednesday, November 25, 2020 12:50 PM
To: Amanda Sher; geoff morrison; Kimberly R. Sansegraw; Russell B. Hawes; Maggie Duwe; Eugenia Webdell; paul ward; Robert Boyd; Carolyn Becker; Palazzolo, Margie; Michelle Cole
Subject: For the December meeting/Essay Prompts

Caution! This message was sent from outside your organization.

Fellow Commissioners,

There was some confusion in how this information was going to be shared, so I'm sending this to all rather than having it delivered in the December meeting packet. **Please remember that we cannot discuss this via e-mail.** The prompt will be voted on at the December 8 meeting.

Here are 12 possible prompts for our 2021 Essay Contest. We will choose one and ask high school juniors to respond in a 500-750 word essay. **Please be prepared to give your first and second choice at the December meeting.** It's important to keep in mind that while we want to give the writers a clear direction (and "boundaries"), it's important for the prompt not to be so specific that we limit their thinking. You might want to refer to previous prompts listed in my initial email.

- 1--Protests in 2020 prompted by racial strife and police violence have raised questions about the justifiable limits of protests e.g protesters shutting down roadways, destroying property, stealing, etc.. Is unlawful behavior by protesters ever justified given the serious and long standing grievances being protested?
- 2--The covid pandemic has prompted some state and local governments to impose mask mandates, attendance restrictions on restaurants and stores, limits on sports activities, etc.. Some argue that these restrictions fundamentally violate their rights while others say that they are justified to protect the community. What is your position and why?
- 3--This past year has been a tumultuous one for our country. What is one event or instance that inspired you to be a part of a positive movement toward equality and why?
- 4--With racial bias being in the forefront of many conversations, media, and protests, how did these events affect your life and conversations with those close to you?
- 5--With the novel coronavirus pandemic throwing the world into turmoil, how has your family been affected? Have you noticed a difference in the way your life has been affected compared to others among different socioeconomic backgrounds than yourself?
- 6--Young people have emerged as a force in political and social activism in recent times. In what ways do you see your generation having an impact on human rights and/or equality for the future of this country and world?
- 7--You are standing with a group of 5 or 6 friends on campus. Among the group are two of the most popular and socially influential boy and girl in the senior class. A Black boy and girl, sophomores, walk by. No one

speaks or greets them. After they pass, the two popular seniors trade racist and sexist remarks about the couple. What do you do?

8--Cite some examples of incidents when you have heard or witnessed expressions of racial, ethnic or gender bias. What did you do or wish you had done? Describe your plan of action when you encounter incidents of bias or prejudice.

9--How and when did you recognize that you unconsciously have been harboring a racial or gender prejudice? What did you do with this recognition/personal revelation?

10--Discuss how human rights have been affected by the Pandemic.

11--In a nation built on law and the responsibility of citizens voluntarily complying with it, how has mask wearing affected our rights as citizens.

12--Discuss how human rights are affected by police using unnecessary force in confrontations with the community.

Have a healthy and happy Thanksgiving!

Thanks,
Judy Moticka