Human Relations Commission  
Remote via Zoom  
Live streamed via Facebook  
Minutes  
June 25, 2020

Meeting called to order by Werksma at 5:34pm.

Present: Rhonda Kleyn, Alyson Brummitt, Barbara VanHorssen, Dennis Swartout, Louann Werksma and Wes McGee

Absent: Reyna Masko, Alexa Reddick, Angela Tran, Sam Woitesheck

Approval of Agenda: Agenda approved with the addition of a presentation by City of Grand Haven Human Resources Manager, Zac VanOsdol; motion by VanHorssen, seconded by Brummitt, all in favor

Approval of Minutes: Minutes of May 28, 2020 approved; motion by VanHorssen, seconded by Brummitt, all in favor

Welcome Guests: Mayor, Bob Monetza, City Council member Mike Dora, City Council member Ryan Cummins, City of Grand Haven Human Resources Manager Zac VanOsdol, Loutit Library staff Ben Knight, City of Grand Haven resident Shyle Lyons.

General call to the audience-At this time guests were allowed to call in and post questions via Facebook chat. None at this time.

Old Business

a. Virtual Town Hall update- VanHorssen gave an update regarding the first Town Hall meeting on Public Health and Racial Justice. 108 people are registered, facilitators are needed. The structure is participative. This will be the first in a series; the second meeting will be July 13, 2020.

b. Visionary Award- Tabled, organizer not present

c. Hispanic Fiesta Update- Tabled, organizer not present

d. Beach Wheelchair update- Werksma explained she is waiting to hear where the wheelchairs will be located this summer as the normal location is under construction.

e. Strategic Planning Next Steps: Following along with one of the objectives of the strategic planning session Werksma suggested recruiting liaisons from the community to work with the HRC. Some of the community organizations Werksma suggested are Loutit Library, GH Public Safety, GH City Council member and GH Chamber of Commerce. Swartout supports expansion but not expanding the number of voting members. Mayor Monetza stated the structure of boards and commission’s ordinance allows for flexibility to encourage participation. Ben Knight from Loutit Library stated he would like the library assist the HRC along with other City groups accomplish their goals and potentially have the library participate in events. Ryan Cummins, City
Council member, stated he supports having a Council member attend HRC meetings as it is helpful to share information between the two groups.

New Business

f. **City of Grand Haven Human Resources Manager presentation** – Zac VanOsdol, human resources manager, presented some new procedures the City has implemented to encourage a diverse and inclusive workplace. The City is applying an evidence-based hiring selection process. This process attempts to remove all bias from the hiring process. Diversity invariably increases when using an evidence-based hiring system. VanOsdol also explained that all City employees are required to have cultural intelligence training. The training is 4 hours, 2 hours each session and is led by Sarah Allen from Ottawa County. Finally, VanOsdol stated the City is hiring an intern to assist with a policy review that will look for disparate policies. The plan it to create a committee with community members utilizing the DEI team from Ottawa County. Werksma suggested the same training for boards and commission members stating there may be available funding for this through the Grand Haven Area Community Foundation. Ryan Cummins stated his support for Werksma’s suggestion. Swartout expressed his concern that bias in hiring simply based on a person’s name even exists.

g. **HRC Roster and Appointments** – Brummitt informed the group she is not seeking reappointment to the HRC as her job in Grand Rapids makes it difficult for her to participate. Lots of thank you’s were expressed to her for her time and commitment. Werksma announced the Alexa Reddick has an address change which makes her a non-voting member. Because Woitesheck graduated from high school there is now a student opening as well. Werksma explained Shyle Lyons has applied for one of the open positions and there are two student applicants.

h. **Revenue and Expense update** – no new information

i. **Agency Updates/Other Business** – At this time Swartout asked if the guests would explain why they decided to attend this meeting. Mike Dora stated he set a goal when he was elected to City Council to attend at least one meeting of each board and commission in his first year. Ryan Cummins explained he has the same goal and added that he thinks the HRC is poised to bring change to the area and address events happening in the community. Mayor Monetta expressed that he likes to attend meetings when he can. Thinks the work of the HRC is interesting and he likes to hear firsthand what’s happening within the groups. VanHorssten stated the Momentum Center has started member gatherings again in outdoor spaces. She has re-started the Cultural Immersion conversation as that had been on hold due to COVID 19. She also shared there is QPR training right before the Town Hall on Monday July 13. Ben Knight from Loutit Library shared that the library starting to allow books out. They are quarantining the books when they are returned. They do not know when they will be allowed to reopen.

**Second Call to the Audience** – None at this time.

Motion to adjourn at 6:36 by Swartout, seconded by VanHorssten, all in favor.

Next meeting is a special meeting Thursday July 23, 2020