

Human Relations Commission
Monday, February 23, 2015
City Council Chambers
Municipal Building
1777 Broadway 2nd Floor
Boulder, CO 80301
6:00 p.m.

- I. Call to Order
- II. Agenda Adjustments
- III. Approval of Minutes
 - A. January 26, 2015
- IV. Community Participation (non-agenda action items)
- V. Action Items
 - A. 2015 HRC Work Plan
 - 1. Policy
 - a. Legislation
 - b. Recommendations
 - 2. Community Relations
 - a. Civic Engagement
 - 1. Recent Community Input
 - b. Community Education/Awareness
 - 1. MLK Celebration
 - 3. Community Funding
 - a. Community Event Fund
 - b. Community Impact Fund
 - c. Celebration of Immigrant Heritage
 - 4. Quasi-Judicial Body
 - 5. Commission Development
 - a. Trainings and Conferences
- VI. Discussion/Informational Items
 - A. Event Reports
 - B. Follow Up Items
- VII. Immediate Action Items
- VIII. Adjournment

Attachments:

- Minutes: January 26, 2015
- B.R.C.: 2-3-6. Human Relations Commission
- Chart: 2015 HRC Work Plan Draft
- Memo: Background on Boulder MLK Day Celebration
- Chart: Other cities' MLK Day Celebrations
- Emails: Boulder MLK Day Celebration

Human Relations Commission
Monday, January 26, 2015
1777 West Conference Room
1777 Broadway
Boulder, CO 80301
6:00 p.m.

COMMISSIONERS PRESENT:

José Beteta
Nikhil Mankekar
Emilia Pollauf
Shirly White
Amy Zuckerman

COMMISSIONERS ABSENT:

None

STAFF PRESENT:

Carmen Atilano
Robin Pennington
Karen Rahn

I. Call to Order

The Jan. 26, 2015 HRC meeting was called to order at 6:00 p.m. by **A. Zuckerman**.

II. Agenda Adjustments

S. White moved to add Boulder County Circles Poverty Simulation as an Immediate Action Item VII.A. as action is required before the next HRC meeting occurs on Feb. 23. **E. Pollauf seconded. Motion carries 5-0.**

III. Approval of Minutes

E. Pollauf moved to approve the Dec. 15, 2014 minutes. **N. Mankekar seconded. Motion carries 5-0.**

IV. Community Participation

Isolde Stewart, Ray Stewart, Janet Heimer, Leonard Weed and Audrey Franklin of Boulder spoke about the 2015 Martin Luther King (MLK) Day events and how this year differentiated from the celebrations held in Boulder in past years. Several expressed the opinion that this year's celebration was diminished in size and that it should be revitalized, that additional people be recruited to help organize it and requested increased HRC and youth involvement. The commissioners agreed to discuss MLK at their Feb. 23 meeting. The community was invited to forward any additional input to C. Atilano by Feb. 9 to be considered during the Feb. 23 discussion. Audrey Franklin also commented on the DAPA event held on Jan. 15 at Boulder High School.

V. Action Items

A. 2014 Community Impact Fund Reports

- 1. Community Cycles** – Jennifer Shriver, Development Director for Community Cycles, reported on the “Building an Inclusive Biking Community” project. Their partnerships with other community organizations resulted in increased participation and a

larger community impact. They will continue outreach for the additional classes to be held in the spring of 2015 with the approximately \$500 remaining in the project budget. **E. Pollauf moved** to approve pending receipt of the final budget report in the spring of 2015. **N. Mankekar seconded. Motion carries 5-0.**

B. 2014 Community Event Fund Reports

1. Bridge House 2014 Homeless Persons' Memorial – Emily Messina-Heim, Development Director for Bridge House, reported on the Homeless Persons' Memorial held on Dec. 20, 2014, attended by approximately 125 people, where. The names of the 23 homeless persons who died were read during the event. A. Zukerman commented that it was a wonderful event and suggested further diversification of the represented faiths. **E. Pollauf moved** to approve. **N. Mankekar seconded. Motion carries 5-0.**

VI. Discussion/Informational Items

A. 2015 HRC Work Plan – Commissioners discussed the 2015 HRC Work Plan, priorities and projects for 2015 and how to better align grant funding to HRC goals, which are defined by the Boulder Revised Code. Staff provided a brief overview of grant fund history and other city funding streams, particularly for the arts, available to the community. Some comments concerned the role of the HRC to educate, influence policy and to provide an avenue for protection of public interest and how to best reflect that in the Work Plan. A brief discussion of MLK and the role of the city and of the community occurred. Further discussion will take place at the February HRC meeting.

B. Event Reports – A brief discussion of the Boulder MLK Day events was held. **A. Zuckerman** and **N. Mankekar** attended the film screening and panel discussion on Jan. 19, 2015. **A. Zuckerman, S. White, E. Pollauf** and **N. Mankekar** attended the Informational Gathering: Executive Action on Immigration on Jan. 15, 2015. **S. White** and **N. Mankekar** attended the City Council Study Session on Jan. 13, 2015. It was remarked that while Living Wage was not discussed at the City Council retreat, it has been placed on the Human Services Work Plan as a cross-departmental team item.

C. Follow Up Tasks – Submit the Dec. 15, 2014 minutes, place MLK Day on the Feb. 23 agenda and provide city MLK funding history and peer city funding information to the HRC, provide the Community Cycles CIF final report to the HRC upon receipt, draft an update to the HRC 2015 Work Plan, provide notification to the community that CIF applications are on hold pending Work Plan updates, and notify Boulder County Circles of HRC sponsorship of the next Poverty Simulation.

VII. Immediate Action Items

A. Boulder County Circles Poverty Simulation – **S. White** provided some background on the Boulder County Community Action Plan Circles Campaign and the Poverty Simulation. **J. Beteta moved** that the HRC co-sponsor the next Boulder County Circles Poverty Simulation to be held in Boulder. **N. Mankekar seconded. Motion carries 5-0.**

IX. Adjournment

J. Beteta moved to adjourn the Jan. 26, 2015 meeting. **S. White seconded** the motion. **Motion carries 5-0.** The meeting was adjourned at 8:27 p.m.

Attested:

Approved:

Board Secretary

HRC Chairperson

2-3-6. - Human Relations Commission.

- (a) The City of Boulder Human Relations Commission consists of five members appointed by the city council for five-year terms, or as long a lesser term as possible in staggering the terms, and includes as much as practicable members reflecting the various social, economic, ethnic, racial and religious segments of the city.
- (b) Repealed.
- (c) The functions of the commission are to foster mutual respect and understanding and to create an atmosphere conducive to the promotion of amicable relations among all members of the city's community, to serve as a vehicle through which citizens can convey their suggestions on city policies with respect to social problems, to be sensitive to the social needs of citizens and to advise and assist the city government in relating human and social services to the needs of the city residents. In addition to other tasks that the city council may assign to it, the commission shall:
 - (1) Study, prepare and recommend to the council a plan of long and short range priorities and specific legislation or programs to alleviate problems of human relations including programs administered by the city to promote better human relations;
 - (2) Upon request of the council or the city manager or upon its own initiative, advise the council or manager on the social and human relations impact of proposals to be acted upon by the council or upon areas to which the council's attention should be directed;
 - (3) Develop and conduct programs and activities, alone or in cooperation with government agencies or community groups, designed to increase good will among citizens of the city, eliminate discrimination and open new opportunities for all citizens in all phases of community life;
 - (4) Hold hearings and issue orders as provided in Chapter 12-1, "Prohibition of Discrimination in Housing, Employment and Public Accommodations," B.R.C. 1981;
 - (5) Advise, coordinate and consult with the city manager on programs and activities concerning the city's department of housing and human services and the human rights ordinance, Chapter 12-1, "Prohibition of Discrimination in Housing, Employment and Public Accommodations," B.R.C. 1981, and complement and assist those programs and activities;
 - (6) Conduct public hearings and inquire into incidents of division and conflict on issues of human relations and attempt to correct them by issuing public reports and recommending to appropriate agencies, public and private, implementation of actions necessary or helpful to eliminate such division and conflict; and
 - (7) Consider, investigate, study and make recommendations regarding any contemplated or proposed action by any federal, state or municipal government, or any agency or instrumentality thereof, that may have an effect on human relations in the community.

Ordinance Nos. 4879 (1985); 4805 (1984); 5099 (1988)

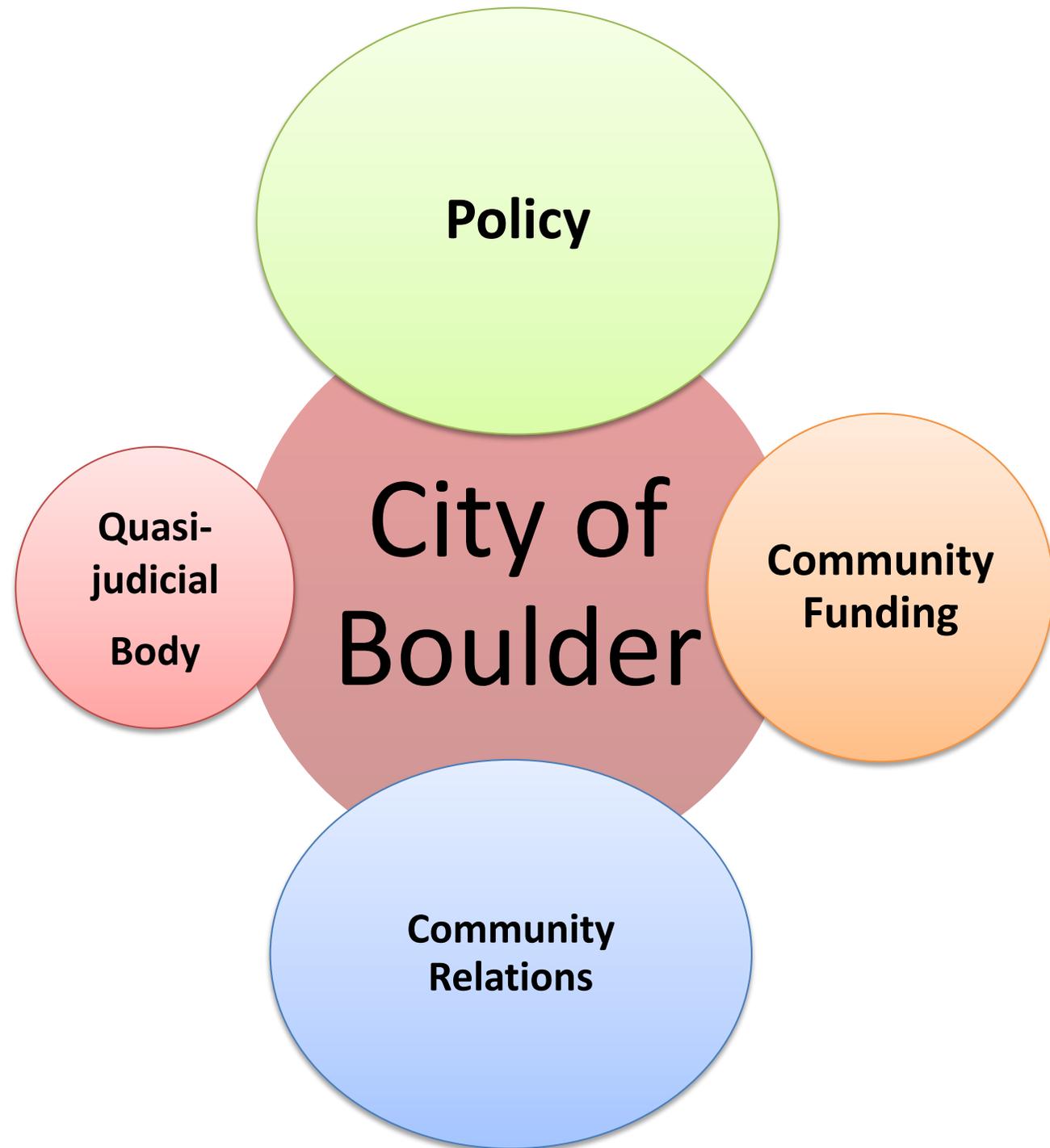
2015 HRC Work Plan Draft

Roles

The functions of the Human Relations Commission are:

- To foster mutual respect and understanding;
- To create an atmosphere conducive to the promotion of amicable relations among all members of the city's community;
- To serve as a vehicle through which residents can convey their suggestions on city policies with respect to social problems; and
- To be sensitive to the social needs of residents and to advise and assist the city government in relating human and social services to the needs of the city residents.

Functions



Policy: To make policy recommendations to city council on human rights, community relations and social issues



Legislation

- **Recommendations to City Council:**
 - Repeal of C.R.S. Section 8-6-101
 - Support comprehensive immigration reform
 - Identify issues for the State and Federal Legislative Agenda
 - Living Wage



Recommendations

- **Community Issues**
 - Living Wage
 - Transgender Rights
 - Anti-Bias Policy
 - Update to Human Services Strategy

Community Relations: *To encourage and support community engagement and education; create a welcoming place for the community to voice concerns; hold educational forums and public hearings on issues of concern*



Civic Engagement

- Public hearings on issues of concern (such as):
 - Living Wage
 - Bias-motivated incidents
 - Immigration issues
 - Discrimination
 - Inclusiveness
 - Race Relations

Community Education/Awareness

- Information forums on issues of concern (such as):
 - Living Wage
 - Transgender Equality
 - Immigrant Rights
 - Discrimination
 - Inclusiveness
 - Race Relations
- Community Events Support:
 - Celebration of Martin Luther King, Jr. Day
 - Celebration of Immigrant Heritage Week
 - Cultural and community events

Community Funding: Allocate Human Services Funds dedicated to *support human relations, diversity education, cultural events and social engagement.*



- **Community Event Fund:** Award grants for community based events that encourage education, respect and appreciation for diverse communities in Boulder.
- **Community Impact Fund:** Award grants for community initiated activities that raise awareness on emerging civil rights issues, facilitate interaction and understand, encourage collaboration and strengthen civic participation among Boulder's diverse communities and promote an inclusive society.
- **Celebration of Immigrant Heritage:** Support events held as part of the city's Annual Immigrant Heritage Week Oct. 1 – Oct. 6 that honor the experience and contributions of the many immigrants who have shaped the city over generations and/or that facilitate the successful integration of immigrants into the civic, economic and cultural life of the Boulder community.



Quasi-judicial Body

- Hearings for the “Prohibition of Discrimination in Housing, Employment and Public Accommodations,” B.R.C. 1981

Commission Development

- Trainings and Conferences
- City Training
 - Quasi-judicial Process
 - Ethics Training
- HRC Service Days

Additional 2015 Work Plan Activities

(Remarks in quotations are input received for Work Plan consideration)

Policy Recommendations

- “Eradicate poverty and address the needs of this population including the implementation of policies.”

Community Relations

- 2016 MLK Day Celebration
- “Addressing racism, inclusiveness, discrimination and the treatment of minority populations within the city and where we have fallen behind.”
- "Citizens from Boulder would like to discuss alternative resolutions to the arrest of an African American man at a march that was addressing the higher rates of arrests of African Americans in Boulder.”

Community Funding

Commission Development



**CITY OF BOULDER
HUMAN SERVICES DEPARTMENT**

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February 18, 2015

TO: Human Relations Commission
FR: Carmen Atilano, Community Relations Manager
RE: Background on Boulder MLK Celebration

As part of the 2015 HRC work plan discussion, you will discuss your future involvement in the Boulder MLK Celebration. Below is a background on Boulder's celebration. Attached is a chart detailing information on MLK activities in other cities and correspondence from community members sharing their perspectives on Boulder's celebration.

For over 12 years Martin Luther King's birthday was honored in Boulder with a march/rally and subsequent celebration. The march was organized by Boulder's Youth Opportunity Advisory Board (YOAB). The celebration, at either Boulder High School or on the CU campus, was organized by a planning committee of volunteers from the community who took on an enormous amount of work each year. A representative of the Rocky Mountain Justice and Peace Center (RMPJC) also actively contributed time to both the march and celebration. And CU's Office of Diversity, Equity and Community Engagement served as co-host to the celebration.

This year activities honoring the life and work of MLK took a different direction. YOAB decided to put its effort into organizing a day of service involving youth with community organizations rather than a rally/march. RMJPC hosted a showing of the newly released film Selma. And CU staff of the Office of Diversity, Equity and Community Engagement decided to concentrate its effort on promoting Black Student Month.

The planning committee that organized the celebration has, over the last four years, been shrinking in size, even with announcements emailed to the list past members and a range of community organizations. Last year only four community members participated in organizing the celebration. This year an announcement/request for volunteers released in September by the Community Relations and Office of Human Rights received no responses until January.

Throughout this time, the city staff commitment of three members to MLK activities has remained the same. Because an event the size of the celebration is not a realistic option for three people with other job responsibilities, staff took the step of arranging a showing of the documentary film, "King: A Filmed Record ... From Montgomery to Memphis" (1970) followed by a panel discussion of community leaders.

1101 Arapahoe, 2nd Floor · P.O. Box 791 · Boulder, Colorado 80306

Children, Youth and Families: 303-441-4357 · Senior Services: 303-441-3148

Community Relations & Office of Human Rights · Human Services Planning: 303-441-3140

www.bouldercolorado.gov

Community opinions expressed so far regarding the new direction in MLK activities vary. Some organizers of the original march and celebration believe strongly that those events should continue. Some attendees of the film and panel discussion expressed preference for those over the celebration (although they also mentioned that the film venue was too small). And organizations who hosted youth volunteers seem delighted to have engaged, young people in their facilities.

Attachments:

Chart: MLK Celebration in Other Cities

Correspondence: Boulder MLK Celebration

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Martin Luther King, Jr. Day Activities in Colorado Cities and Peer Cities

Regional Cities

Denver

Event: Dr. Martin Luther King, Jr. Marade (March and Parade)

Organizers: Dr. Martin Luther King, Jr. Colorado Holiday Commission

Structure: The Holiday Commission organizes core the events for MLK Day, often partnering with other organizations. The main event they organize is the Marade, which includes a march/parade to the Denver civic center, where there then is a program featuring speakers, music, and more. They have a great relationship with the City and County of Denver, the state, and the City of Aurora. Denver provides the park and venue permits, assists with other logistical pieces, and secures the Denver mayor's participation. The commission is 100% volunteer-run. The content always honors the national theme of "A Day On, Not a Day Off," but there is always a local theme related to Dr. King as well. This year, they celebrated the anniversary of the Voting Rights Act and used the slogan, "It's my right to vote."

Past and Potential Partnership with Boulder: About ten years ago, Boulder and the Holiday Commission used to partner on the passing of the MLK Unity Torch. There would be a commemorative event in Boulder around MLK Day every year as the torch traveled to different cities across the state. Mr. Howard also mentioned that they used to partner on forums focused on LGBT rights. As for potential future partnerships, the Holiday Commission suggested that Boulder could help disseminate Humanitarian Award nomination forms and partner on events with the Holiday Commission. They would be willing to partner on a Boulder event related to MLK at any time throughout the year. They stated that they do year round programming related to MLK.

Cost: \$50-100,000 each year.

Funding Source(s): Donations and sponsorships.

Contact: Vern L. Howard (Chair of Commission) at 720-971-1329.

Fort Collins

Event: 2015 Dr. MLK Jr. Day – Free But Shackled: The Cost of Oppression – March and Celebration

Organizers: March (30 years), old town ft collins start and back to campus. Program on campus. City-wide choir. Essay contest winners present. No outside speakers. Really highlighting students. Colorado State University, ZFront Range, Poudre SD, and City of Ft. Collins – open committee including them, co-chaired by Lance Director of Campus Activities at Lorie and Bridget Johnson of Black and Af Am Cultural Center. Most of logistics done through CSU. Content through committee. 1000 people.

Structure: N/A Committee meets. Past and Potential Partnership with Boulder: No. Loose partnership with Loveland. Cross-promotion.

Cost: \$6,000 spent total. Essay/poetry contest work presented in lieu of keynote.

Funding Source(s): funding comes through university, proclamation through mayor's office, helps with march.

Contact: Lance Wright at 970-491-6921 and wrightme@colostate.edu.

Lafayette

Event: Martin Luther King, Jr. March for Peace and Celebration

Organizers: Lafayette Youth Advisory Committee (LYAC) and CU Boulder's Public Achievement Program. The event is largely organized by LYAC and CU Boulder with heavy involvement by Elaina Verveer, who works with both LYAC and CU Boulder's Public Achievement Program.

Structure: 2015 marked the 10th anniversary of the Lafayette Martin Luther King, Jr. March for Peace and Celebration. The event begins with the March for Peace, which has historically been limited to public road. The march ends at a local gathering place, where then a celebratory program is held that lasts approximately two hours and features music, speakers, and other performances. Meanwhile, service projects are also held concurrently. In total, the event lasts 3 hours, or from noon to 3pm.

Past or Potential Partnership with Boulder: Lafayette has not partnered with Boulder on coordinating activities for MLK Day as of yet. Conversations around collaborating have taken place and LYAC seems to be receptive to collaboration. Ms. Verveer sees potential to support each other by coordinating a county-wide event together, making sure individual events complement each other, and/or collaborating on unified promotion of MLK Day events in Boulder County. Cross-promotion of Boulder County events could prove to be the most immediately effective means of collaborating. For example, there could be one co-designed and funded poster between the various entities. Lafayette typically creates an 11" by 17" full-color poster and flyers.

Cost: \$6,500 spent on t-shirts, food, service supplies, honorariums, a DJ, and more.

Funding Source(s): The majority of funding is provided by the City of Lafayette while the CU Boulder Public Achievement Program also contributes a fair amount.

Contact: Elaina Verveer (Director of CU Boulder Public Achievement Program and cofounder of the Lafayette Youth Advisory Committee) at 303-415-0600 and Verveer@colorado.edu

Longmont

Event: Martin Luther King, Jr. Day Celebration

Organizers: N/A

Structure: N/A but, according to the Daily Camera article, there were various speakers and presentations at the celebration held at Silver Creek High School's auditorium. The speakers included Glenda Robinson and Strider "Arkansas" Benston. The performances included baile folclorico from Bailes de Mi Tierra and more.

Past and Potential Partnership with Boulder: N/A

Cost: N/A

Funding Source(s): N/A

Contact: Carmen Ramirez at 303-651-8445 and carmen.ramirez@ci.longmont.co.us.

Peer Cities

Ann Arbor, MI

Event: MLK Day Concert: I, Too, Sing America: Arts Songs and Spiritual Arrangements by African-American Composers

Organizers: Ann Arbor District Library (No events were organized by city government itself)

Structure: Attempts at contacting the Ann Arbor District Library were unsuccessful.

Cost: Attempts at contacting the Ann Arbor District Library were unsuccessful.

Funding Source(s): Attempts at contacting the Ann Arbor District Library were unsuccessful.

Berkeley, CA

Event: Martin Luther King, Jr. Day Awards Breakfast

Organizers: Community committee including representatives from faith communities, the mayor's office (Sbeydeh Viveros), the Berkeley Police Department, UC Berkeley (Office of Equity, African-American Studies Department, Government and Community Relations), and others. There are usually about 15 people on the committee, although 10 people do the majority of the work.

Structure: Committee Structure. They are not a 501 c(3). They have a private fiscal sponsor each year. It used to be a pastor.

Cost: \$17,000, which includes the rental fee, food, entertainment honorariums, advertising, etc. Each of the council people contributes money to the event (about \$500) from their small community project fund.

Funding Source(s): Cost of tickets (\$25 each), donations, and sponsorships help cover the \$17,000 cost. The committee fundraises year-round, but especially six-months leading up to the event. The ticket price simply covers food of the participants. Sponsorship levels include Platinum (\$5,000), Gold (\$1,000), and Silver (\$500).

Contact: Sbeydeh Viveros (Mayor's Office Chief of Staff) at sviveros@cityofberkeley.info and 510.981.7101.

Davis, CA

Event Name: The 21st Annual City of Davis Martin Luther King Jr. Celebration – Keep the Dream Alive!

Organizers: The City of Davis (City Manager's Office) and the Davis Human Relations Commission's MLK subcommittee organize and plan the event. Only 3 or less commissioners serve on the subcommittee. 4 or 5 people are on the MLK committee as a whp;e. Commissioners help recruit for the committee using word of mouth. They have about 3 planning meetings, one per month leading up to event. They meet for an hour, and then the rest of planning is done via email.

Event Description: Join us for a remembrance of Dr. Martin Luther King, Jr. and his dream in this free community celebration, which will feature Keynote Speaker and local Davis resident, Reverend Tim Malone.

Structure: The event consists of a celebration program and then a march. An MC always leads the event. They recognize elected officials. The Mayor also always speaks. Then entertainment and speakers are interspersed throughout the agenda. This year, they held a panel on the topic of service. Local individuals, the Freedom Singers of Davis, then lead the crowd out of theater to do a brief march around downtown Davis. The Freedom March begins and ends at the theater, immediately following the conclusion of the program. MLK Day first existed as a community event even before 21 years ago. The event is always on MLK day in the morning, and typically in old movie theater in downtown Davis. 300 people usually attend. Human Relations Commission organizes it.

Cost: \$2-600. The city owns the theater, so rental is of no cost. There is always funding allocated from the city, but it doesn't exceed more than a couple hundred. There is always an honorarium for speakers. The city advisor to the event is

the deputy city manager, other city employees and staff tied to audio visual work things out too. There is never any food. The city offers to print off fliers. There are lots of free channels to promote event. Overall, it is a low-cost event.

Source of Funding: 2k.

Contact: Nathan Ellstrand, volunteer of MLK Commission, at nathanelstrand@gmail.com and 951-505-4476. Deputy Manager.

Eugene, OR

Event Name: Eugene/Springfield MLK Day March

Event Description: The march started gathering at 9am and then there was a short program of speakers on a stage in front of the North Gate at Autzen Stadium. The March began at 10am. They headed down MLK Blvd. to the Shedd Institute where there was a short program of speakers.

Organizers: NAACP (Eugene/Springfield Branch).

Structure: The NAACP organized the event. However, they wanted to make sure the event is a platform for the community. The City of Eugene helped with parking (securing insurance for a parking lot). Interagency thing. City also participated through Human Rights Commission – they traditionally give away human rights award. They asked if they could present human rights award during program. Mayor also appeared. The city did not give money, but they weren't asked.

Cost: \$1300. The event was monetarily or in-kind by 4J, the University of Oregon, City of Eugene, NWHF, Lane Community College, and the MRG Foundation.

Source of Funding: Various sponsors of the work of NAACP.

Recommendations: Use MLK Day as a platform for the HRC. Ask for people who support the legacy of MLK to step up and be partners. We have a program and it was full of people who wanted to be a part of it! You have to challenge people to come out. Allow the youth to be able to choose the issues to be highlighted. Have a memorandum between the city, school districts, university, and the community members at large about how they will work together to put on the event.

Contact: Eric Richardson at info@naacplanecounty.org and 541-484-1119.

Madison, WI

Event Name: City-County Martin Luther King, Jr. Observance at night on MLK Day.

Organizers: Organized by a nonprofit group called the King Coalition.

Structure: The observance is held in an auditorium and features musical performances, awards, speeches, etc. The mayor and the county commissioners present the awards to recipients chosen by an awards committee. An MLK Day choir is created just for that event; anyone from the community is welcome to participate and they only have 2 or 3 rehearsals prior to event. Music is always a large part of the festivities.

The King Coalition organizes the majority of the content, logistics, and fundraising. The city and county always have a joint committee to select the humanitarian award recipients (2). The city buys one recipient a plaque and some gifts in commemoration of their service to the community. The city will also often pay for the event's advertising, and might

donate for part of cost of hall and the program booklet. The city helps get mayor there, donates some money, fits in where they can.

Cost: A large cost is staff time of one of the administrative assistants in the mayor's office and Lucia Nuñez as Department of Civil Rights Director. For about six months, they spend around 4 hours of their time per week working on the awards committee and all that entails, including setting up the meetings, lots of meetings before, meet in summer to start recruiting. The award selection committee is an 11 member commission; the county chooses 6 members, the city chooses 5 (from related commissions and committees). There is a set number of meetings. Other costs include costs from advertising, space rental, and booklet printing. Lucia also spends time organizing the mayor to be present at the event.

Recommendations: Involving past winners each year would be a great way to keep momentum and continuity of their involvement. Make sure you have clear criteria for selecting awardees and for nomination forms.

They tried doing youth awards but it's difficult to receive during college application times, so perhaps rolling nominations would be helpful if wishing to host a youth award. Involving key organizations such as churches, the NAACP, the Urban League, Blacks in Government, and others is very helpful. Could work with cu to bring in national speakers

Contact: Lucia Nuñez, Department of Civil Rights, City of Madison at 608-266-5916.

Norman, OK

Event: It appears that no event is organized in Norman, OK, for MLK Day. Activities do happen in Oklahoma City, however.

Palo Alto, CA

Event: 5th Annual MLK Jr. Family Day of Service

Organizers: Youth Community Service, the City of Palo Alto, and Project Safety Net.

Structure: The event consists of a community service fair, service activities, brainstorming activities, performances, and an open mic at the King Plaza for 3 hours on MLK Day itself. There is also a canned food and clothing drive. The YCS just happens to work with the city. The city reserves space, provides support with the sound systems, tables, and chairs, helps YCS connect with local organizations, ensures the City's teen advisory board participates in the unity walk by creating education on civil rights movement, and lastly, the city helps pay for performers. Students volunteer throughout the day. YCS hosts the meetings to organize the day.

Cost: Cost depends on the service project. But Monica is not sure of cost.

Contact: Monica Ponce at yca@youthcommunityservice.org and 650-858-8019. If need more information Monica@youthcommunityservice.org.

Provo, UT

Event Name: Community Outreach Day

Event Description: Hundreds of volunteers from the Provo/Orem community will gather for Community Outreach Day on Jan. 19, 2015 to honor the legacy of Martin Luther King, Jr. through service. Representatives from BYU, UVU and United Way have worked together on the event, and community members of all ages are encouraged to come and participate, forging new friendships through service as they celebrate King's legacy and life.

Registration for the event will begin at 8:30 a.m. in the Wilkinson Center Ballroom, and donuts and juice will be served. Registration will be followed by a brief devotional. At 10 a.m., participants will begin working on service projects. Multiple projects will be available on and off campus, including quilt-making, crafts for underprivileged children, blood donation, and assisting home-bound senior citizens. Projects and cleanup will end around noon.

Organizers: No response received from organizers.

Structure: No response received from organizers.

Cost: No response received from organizers.

Contact: Contacted communityoutreachday@gmail.com

Santa Barbara, CA

Event Name: Martin Luther King, Jr. Santa Barbara Holiday Weekend Celebration

Event Description: The event starts off with a gathering at the city plaza, continues with a march to the theater and then a presentation and ends with a community lunch within the theater.

Organizers: the MLK Jr. Committee of Santa Barbara.

Structure: Mostly coordinated by the committee, which is a 501c(3) nonprofit. They seek sponsorships and donations.

Cost: Cost is unknown for overall event, but city contributes the use of space, including that of the city plaza and city theater, for free. Police cordon off the road for the march. The city allows the group to use electricity within the city plaza for free.

Contact: 805-259-5782.

Santa Cruz, CA

Event Name: 31st Annual Martin Luther King, Jr. Memorial Convocation

Event Description: The event always features a speaker, performer, and award recipient (the Tony Hill Memorial Award). This year's speaker was Angela Davis and the performer was AlexisRose. They always have MC/host, usually from the university. The event also begins with a greeting from chancellor of university. Then, they hold a reflection (non-denominational) from local religious leader. An award ceremony and performances follow from students. 2000 people attended this year's event, and they had to turn 700 away. The crowd averages 1000-1200 people per year. They also provide a live webcast of event, which is great for overflow as well as a way to reach out to those who couldn't otherwise attend. They fill the auditorium on a first-come, first-serve basis.

Organizers: Organized by UC Santa Cruz and the MLK Convocation Committee, sponsored by the NAACP, Inner Light Ministries, the UCSC Chancellor's Office, and the City of Santa Cruz.

Structure: The university converges a committee two months after the convocation, often because it takes a while to confirm the keynote speaker. The committee is often made up of university employees, students, community members, city employees, organization leaders, etc. It is extremely diverse. The committee doesn't work too much with the City of Santa Cruz we don't work too much with city, however. The city just always provides virtually free use of the civic auditorium and makes sure the mayor is present.

Cost: \$25-35k is the range of spending. 10-15k is usually spent on the keynote speaker. They also pay for a dinner welcoming the keynote speaker, the convocation itself, and a reception (100 people).

Contact: Jeff Rockwell (Director of Special Events Office) at jrock@ucsc.edu and 831-459-1798.

Tempe, AZ

Event Name: MLK Diversity Awards Dinner

Event Description: This event started in 1998 with a large dinner. They would fly in keynote speakers. In 2001, it became a low-key breakfast. This year they had to host a dinner, and double the ticket price to \$10, because both the Super Bowl and Rock-n-Roll marathon were occurring. They still give out awards to local activists, selected by the Human Relations Commission after receiving nominations. They use keynote speakers from the university, ASU. The event is open to everyone in the community and is more accessible because tickets usually cost \$5.00. Typically, 550 people attend and tickets always sell out. They also have entertainment. This year, for example, they hosted the Corona del Sol steel drum band and then a local gospel group.

Organizers: Ginny Belousek, of the City of Tempe's Office of Diversity, coordinates everything.

Structure: HRC subcommittee meets once, gives input on what they would like to see, and then Ginny makes the event happen. A local high school group volunteers to staff the event's check-in table. Staff spends around 80 hours to plan the awards breakfast/dinner.

Cost: \$10,000, per allocation by the city. They work with local catering managers to get discounts, and end up subsidizing the meal by more than half. They spend up to \$1,500 on keynote speakers. The trophies cost \$100 each, and they bought 11 this year. They paid \$300.00 to a high school group and \$600 to a professional group for this year's entertainment.

Contact: Ginny Belousek, Sr. Diversity Specialist, at ginny_belousek@tempe.gov and 480-350-8979.

Recommendation: Find your niche in regards to local MLK Events. Acknowledge grassroots people in your community.

Sent: Monday, February 9, 2015 9:54 PM
To: Shirly White; Atilano, Carmen
Cc: [REDACTED]
Subject: Re: Martin Luthter King, Jr. Day in Boulder

I am sorry that due to having knee replacement surgery I will be unable to attend the HRC meeting on February 23rd. As a representative of the Rocky Mountain Peace and Justice Center, I thank you for adding a discussion about Martin Luther King Day 2016 to the Agenda for that meeting. The RMPJC is hopeful that a community committee can once again be formed to plan and organize the MLK celebration in 2016, and the RMPJC would like to offer to be a co-sponsor of MLK Day 2016, if that would be desirable or helpful.

We would be glad to help organize planning meetings and help recruit community members to be on the planning committee. As you know, we can also provide insurance coverage, if needed, for any venue we may choose to use.

Thank you again for having this discussion, and let us know how we can be helpful.

In solidarity, Betty Ball
Co-Administrator, RMPJC

On Tue, Jan 27, 2015 at 11:46 AM, Shirly White <shirly.lee.white@gmail.com> wrote:
Hello Betty,

Thank you for sharing your concern and disappointment. The HRC will discuss this matter at its February meeting (the 23rd). I hope that you are able to attend.

Warmly,
Shirly

On Mon, Jan 26, 2015 at 12:28 AM, betty gary Ball [REDACTED] wrote:
Dear Members of the Boulder Human Relations Commission:

I am not certain to whom I should address my concerns, so I will start with you all and hope that you can direct me to the proper person(s) if you all are not the appropriate entity to receive these concerns.

I wish to express my great disappointment in the very limited number of activities planned for this years Martin Luther King, Jr. Day Commemoration. I am wondering why this event seems to have been cut back so drastically from previous years? And why was the seemingly great film about Dr. King scheduled for a facility that only held 70 people?

I participated on the MLK Day Organizing Committee for a number of years, until my physical disabilities prevented me from continuing to serve on the committee. Every year that I was involved, we had a full day of activities planned, and hundreds of people attending the events. It seems especially sad that there was so little planned this year when there is so much need to focus on injustices against African Americans and other Human Rights abuses occurring in the United States. We had numerous people call the Rocky Mountain Peace and Justice Center asking where the event was going to be held this year and what was scheduled. They were shocked when I told them how little was planned for the day.

I would really like to know the reasoning for this drastic cut back of scheduled activities, and whether there will be a community committee involved in planning and organizing the event for next year?

Thank you very much for your attention to my concern. I look forward to hearing from you soon.

Betty Ball

CoAdministrator, Rocky Mountain Peace and Justice Center
Boulder, Colorado
33-444-6981

Sent: Monday, February 9, 2015 3:57 PM

To: Amy Zuckerman; Atilano, Carmen; Shirley White; josedbeteta@gmail.com; maya_gem@yahoo.com; officialnikhil@gmail.com; [REDACTED]

Subject: MLK Celebration

Next year, we would like to see a much different MLK Celebration. It is our hope that it will be in a large enough venue to accommodate the community, and will be planned by a combination of HRC commissioners, staff, grassroots community members and non-profits. We hope to see a much more robust outreach from all of the above, casting a wide net with multiple emails, phone calls, person to person invitations, using all of the contacts of the commissioners, staff, non-profits, and former committee members.

To me, the important thing here is that MLK Day represents the values and principles of the HRC. It can be embraced as the premier HRC event of the year, representing our solidarity in support of inclusion, justice and equity, and be used as a forum to address the issues impacting the human rights of our community:

including lack of a living wage and gross income inequality, immigration status, racial and cultural prejudice, homelessness, homophobia, the achievement gap, and lack of equitable educational resources for our minority students. The MLK celebration is a place to address these issues with the greater community. It could be seen by HRC as "your" public forum, and your statement to the residents of Boulder that you want to hear what everyone has to say about the issues. It needs to be a family event for young children, school -aged children, teenagers, adults, seniors, both entertaining and educational, full of substance and meaning, making the community aware of the issues we face, and focussing on what each one of us can do to contribute to our collective healing and progress.

We thought we had built awareness of the importance of the city- wide MLK celebration into the fabric of HRC by setting aside \$10,000 for its budget in perpetuity. Clearly that was not enough. I hope you will find a way to embrace this event, and create the kind of rules and precedent that will not allow it to suffer the diminished influence that it had this year.

City Council rarely takes on human rights issues - that is your provenance. It is a focus our city desperately needs, in times like these, and no doubt, in times to come. Boulder is a city of activists - surely, given the right structure, we can tap into the community's interest and dedication to equal rights for all, and have a world class human rights event right here in Boulder, in honor of Dr. King.

Isolde Stewart

Sent: Sunday, February 8, 2015 11:50 PM
To: zuckerman.amy@gmail.com
Cc: Atilano, Carmen
Subject: Martin Luther King celebrations

Dear Amy,

This is Ray Stewart, I am writing you in regards to the Martin Luther King Jr. celebration. It is my hope that this celebration will continue. I was sorely disappointed that the celebration was meager this year and not much presence. Certainly not much Publicity! One of the community's founding member of the MLK jr. celebration and former Human Relations Commissioner Ms. Aya Medrud who is ill at this time would probably agree. As a former member myself of both the community MLK jr. celebrations and Human Relations Commission. I believe it would be tragic for the City of Boulder to allow this holiday to fade passively into extinction. This Government entity we call The Human Relations Commission was created on the footprints and voices of those activist who embraced Human Rights and Civil Rights. At its inception the grass roots community wanted not only to celebrate but to educate, have a dialogue about contemporary issues and to give awareness as to who we are as a community united. We wanted to aspire and inspire young and old to do great deeds as like our modern day heroes.

When the City of Boulder approached the grass roots community we were already successful and expanding. Martin Luther King Jr. was not only a national holiday it was an international day of celebrating the man and legacy all around the world and still is today. We initially had some apprehension at the City's offer of resources and staff because our foundation was cemented in commitment and trust. I personally urge the community to collaborate with the City of Boulder because I thought it would be opportunity to have a larger forum and we could out reach to many non-profits and give a podium to city officials and the Human Relation Commission. Later I too would be elected to the commission and appointed as a HRC commissioner to assist with the event. At one point we we two and sometimes 3 commissioners to assist with the event. (John Paul Harris, Amy Stein, Ray Stewart) It was more than lets send out a meager e-mail.

It was getting out from behind the desk to reach out to our community and non-profits. Not only to be at an event but to also participate in it. To appropriate resources to procure keynote speakers for Human rights, training and education. It was now funded planned at our annual planning meeting as an HRC event. A Forum to give voice and participation by community and city council and other government officials.

Boulder's HRC has always been unique and ahead of its time being a model for others to follow. We never worried about the competition in the surrounding areas. We inspired them!!! We entertained, educated and trained our community. At this event HRC didn't just say we sponsored the forum we empowered it.

Three suggestions
1) Have an HRC appointee or more to head the event each year
2) Have Staff be responsible for procuring a central location for the event and thus not be responsible for everything
3) Reach out to more and even new people/ those who have been there or 20 years or more are waning (not to be rude) that includes me.

Thank you for your time and for all you do for the community.

Sincerely,
Ray Stewart

February 1, 2015

Human Relations Commission
City of Boulder
Box 791
Boulder, CO 80306

Dear Human Relations Commission Members:

I am writing in support of the Dr. Martin Luther King Jr. Day to be sponsored at the level of past MLK Days. The MLK Day being held at Boulder High School brought together diverse groups from the community in honor of Dr. Martin Luther King Jr. People in the community looked forward to celebrating Dr. King and the Civil Rights Movement. It provided an avenue for teaching young people their past and the strides we have made.

I realize the recent MLK Day didn't have a coordinating committee behind it and the coordinating committee can be enlarged with the help of some of us who have served on the committee in the past. It is important that younger people in the community serve on the committee so the legacy continues. As a member of the HRC, it is your responsibility to make sure these kinds of events happen in Boulder. When the time comes, I am happy to write a letter to the Editor requesting people get involved in the organizing efforts. I will also send out an email blast making the same request.

As you know, it is important to honor our heroes of the past. It is especially important given "diverse flight" from the City of Boulder. We want people to know Boulder is a welcoming community for all walks of life. Attendance in the past has been at the 1500 people level and we can make this even better.

I wonder whether the money that wasn't spent on MLK Day this year can be carried over to next year? If it can, we could bring in a national speaker to draw a large crowd. Someone like Cornell West would be terrific! If not someone on the national level, there is an amazing local professor who is an incredible speaker. His name is Dr. Reiland Rabaka and I think he would be happy to speak. I would be happy to contact him when the time approaches.

Youth could be involved in a meaningful way. Such as having youth contribute to the community around social justice and report out at MLK Day as to what they did and how it made a difference. These entries would be judged and prizes given to the top 5 youth.

As you know there are many ideas to pursue and I hope the community has your support to continue these efforts.

Thanks for your work in the community and support of this idea.

Janet Heimer

