**Local 301 Membership Meeting**

**Tuesday April 13, 2021, 12 pm – 1 pm**, **Microsoft Teams**

**Meeting called to order at 12:05 pm by President Nagle**

**Attendees: 79**

**Welcome/Announcements, Brett Nagle, Local 301 President**

* President Nagel introduced himself and welcomed everyone to the meeting and encouraged folks to speak up if they would like during the meeting.
* Brett discussed the murder of Daunte Wright and acknowledged that people are grieving, especially our black union members. Brett encouraged folks to take care of yourselves and others and talked about the importance of mental health.
* Brett discussed how it must be easy for BIPOC folks to picture the faces on the news to those of their loved ones and family members. Imagine losing people most dear to you. Daunte Wright's death was due to systemic racism. He was stopped for expired tabs and Brett acknowledged that as a white male he would have walked away if he was pulled over for this reason. Brett acknowledged the constant fear that people of color experience living in America. Brett asked if anyone would like to speak and encouraged folks to share at any point during the meeting.

**Addressing Anti-Asian Hate in MN, Chauvin Murder Trial, Brett Nagle, Local 301 President**

* Brett talked about seeing Anti-Asian hate on social media, but he didn't realize how dangerous it was. The organization, Stop AAPI Hate issued a National Report in 2020-2021 (March 20, 2019 – Feb. 28, 2021). Brett discussed how many political leaders chose to ignite hatred during the pandemic to those that are already suffering. The report compiled 3,795 incidents of hate, and we have to realize that this only represents a fraction of those experiencing these acts of hate. Incidents can include verbal harassment/name calling, avoidance/shunning, physical assault, etc.
* These incidents are happening in public, at businesses, public streets, parks, etc. and are occurring in front of individuals that did not do anything.
* 5 ways to help if you witness hate – [stopaapihate.org](file:///C:\Users\rolmans\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\RLETNZFX\stopaapihate.org).
  + Take action: approach the targeted person, introduce yourself, and offer support.
  + Actively listen: ask before taking any actions and respect the target person's wishes. Monitor the situation if needed.
  + Ignore the attacker: use discretion, calm the situation with your voice, body language, or distractions.
  + Accompany: if the situation escalates, invite the targeted person to join you in leaving.
  + Offer emotional support: help the targeted person by asking how they're feeling.
  + Asian Minnesota Alliance for Justice (AMAJ) – Unheard stories: Asian American Experiencing Hate – Local 301 will show video on April 20th, at 4:30 pm viewing/discussion. The video is about 1.5 hours.
  + Some other things you can do are to: be informed about what is happening and why, support organizations with donations, support minority owned businesses, API, Black, LGBTQ+, Hispanic, women. Pandemic has been difficult for Asian owned businesses. Our words and our actions, and dollars matter.
  + Ask your elected officials what they are doing to increase resources for survivors, anti-racism education. Be civically engaged in your local community. You can talk to your neighbors and help them understand why not to call the police.
  + Michael Xiong – thanked Brett and Shanna for talking about this. A few weeks ago the shooting happened at the Korean salons in GA which brought discussion to the forefront. Michael expressed that he wished that MAPE Central, and MAPE President, Megan Dayton would have acknowledged sooner, but this is an opportunity to learn from these things. Hope we can all learn together. Glad people are stepping up and recognizing this.
  + [Stophatemn.org](file:///C:\Users\rolmans\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\RLETNZFX\Stophatemn.org) – working to end hate in MN. Hate is not a given, it is a policy choice. We can choose to stop it. We must pass comprehensive report. HF 1691/SF2003 – allow victims to report hate incidents to non-law enforcement entities like community orgs, and MN Department of Human Rights. Communities of color have every reason to be fearful and not trust the police.
  + White police officer talked about murderer in GA Salon Killings having a bad day, and did not talk about the people that were murdered. The murderer killed eight people. Systemic racism is right out in plain sight.
  + George Floyd's Autopsy and the Structural Gas lighting of America- Scientific American. "By inaccurately portraying the medical findings from the autopsy of George Floyd, the legal system and media emboldened white supremacy, all under the cloak of authoritative scientific rhetoric." Many chronic health conditions mentioned are also a result of systemic racism.
  + <https://www.washingtonpost.com/opinions/2021/03/20/asian-americans-must-not-fight-white-terror-alone/>
  + <https://blogs.scientificamerican.com/voices/george-floyds-autopsy-and-the-structural-gaslighting-of-america/>
  + <https://www.stophatemn.org/>
  + <https://mn.gov/mdhr/intake/>

**Union-wide diversity, equity, inclusion efforts at MAPE central, Shanna Schmitt, Regional Director**

* Megan Dayton, MAPE President discussed how they've had a number of meetings to talk about how to bring in the whole union voice to conversations. There are so many different voices and perspectives to learn from. These conversations have been really heartbreaking and difficult but also really powerful to have. It's unfortunate that all these crises are happening here in MN and across the country.
* MAPE is having some listening sessions to find out how we can better support API, black, and other communities. Megan is really looking forward to hearing feedback from Local 301.
* Thu Phan – MAPE Vice President. Thu thanked Michael for speaking up. Thu talked about how he is very saddened by cases of harassment over the past year. We've always felt this, but the pandemic has really heightened the level of fear is API communities across the United States. This is a learning lesson for MAPE on how we react to situations on how we react to them. We need to make sure our members are benefitting for things we're fighting for. Some of the members are not benefitting from some of the things we've negotiated. We want to protect our members and communities they live in.
* Shanna talked about the steps MAPE is taking to address anti-hate issues. We have a draft statement in the works that MAPE has been working on with Leah Solo. There is a diversity, equity, and inclusion committee that is part of the organizing council. We want to integrate anti-racism policies into MAPE. There is an RFP going out to hire a contractor to help with this. The Board approved members of committee to work on that with lost time. Major priority for us to get done.
* Jennifer Nguyen Moore: thanked Brett for courage in making statements. These are the things we have to practice. Spoke to MAPE central to express disappointment that there was validation/acknowledgment from MAPE regarding Anti-Asian racism. There was a performative banner that was put on the MAPE website, but no explanation of what MAPE is doing to offer support. Jennifer is still waiting to hear from MAPE central and has lost respect for the union. What groundwork is MAPE doing to make sure API are part of these conversations? Another MAPE member was frustrated with Facebook and Instagram posts that Megan made. Glad to hear there is work coming, but we've been suffering for a year and haven't heard from MAPE. A lot of BIPOC members have been hurting for generations and a simple acknowledgement would be helpful.
* Megan acknowledged gratitude to Jennifer and the email she sent. Grateful that folks are willing to keep going and hold us accountable. The banner in email went around from communications team to MAPE and there wasn't time to include a statement alongside banner. Statements on social media were just from Megan's voice, not from the whole union.
* API – don't know yet what MAPE is doing. Megan wants to support all members. We're doing the listening sessions later this week to hopefully fill in some gaps and what we can be doing. Hopefully we'll have more answers after Thursday. Grateful for folks speaking up. Looking forward to having more solid, actionable steps later this week.
* Annika Bergen – echoed appreciation for what Jennifer said. Another space could be the ways in which MAPE can push agency leadership to be faster on their response as well. Staff members and individuals have had to do this. Holding agency leadership accountable and ensure staff are heard and shown support.
* Megan – Agreed that we should hold leadership accountable. Megan acknowledged that equity is a huge problem in state government.
* Shanna, is there something we could do w/ Meet and Confer Committees, Diversity and Inclusion Committees, etc.? More diverse voices running for leadership positions. Need to get voices in all different spaces in the organizations. It's our responsibility to lead and represent membership.
* Brett thanked Megan, Thu, and Jennifer for speaking up and reaching out. We always encourage members to reach out to us any time.

**Contract Negotiations,**

* Kristin Kirchoff-Franklin (Lead Steward/Contract Negotiator) and Claudia Hochstein (Contract Negotiator) will send out an email update to Local 301. There wasn't time to discuss during meeting.

**Closing, Brett Nagel, Local President**

* Brett Nagle thanked everyone for joining the meeting. We will talk about contract negotiations and give an update on the Meet and Confer Committee next time. Brett encouraged members to look at proposals, especially diversity and inclusion. We would like everyone to join us and help get these proposals through. Can use sick time for vaccinations including travel time.

**Meeting adjourned at 1 pm by President Nagle**

**Next meeting May 11th at noon**