

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **April 21, 2021**
4

5 *Pursuant to Minn. Stat. 13.D.021,*
6 *Human Rights, Inclusion and Engagement Commission members, City Staff, and*
7 *members of the public participated in this meeting electronically*
8 *due to the COVID-19 pandemic.*
9

10
11 **Commissioners Present:** Keith Allen, Amanda Becker, Etienne Djevi, Paul Haas, Richard
12 James, Grace Lee, Kathryn Macomber, Laura Palmquist and
13 Adepeju Solarin.
14

15 **Youth Commissioners:**

16
17 **Commissioners Absent:** Youth Commissioner Beverly Yiling Xie (excused)
18

19 **Staff Present:** Rebecca Olson, Assistant City Manager, and Thomas Brooks,
20 Equity, and Inclusion Manager
21

22 **Call to Order/Roll Call**
23

24 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to
25 order at 6:30 p.m.
26

27 **Modification of Agenda**
28

29 Chair Djevi suggested administering the Oath of Office to the incoming new Commissioners
30 before the meeting continued.
31

32 Commissioner Allen moved and Commissioner Macomber seconded a motion to modify the
33 agenda to add the Oath of Office for new Commissioners. (there was no role call made)
34

35 **Oath of Office to New Commissioners**
36

37 Chair Djevi welcomed the new Commissioners and administered the Oath of Office to them.
38

39 **Approve Agenda**
40

41 The Agenda was approved as presented by general consensus.
42

43 **Public Comment on Items Not on Agenda**
44

45 Ms. Kathy Ramundt indicated she is one of the founders of Do-Good Roseville and wanted to
46 welcome the new members of the HRIEC. She hoped the new Commission will be able to help

47 make a real difference in the City. She explained there may have been roadblocks in the past but
48 with the hiring of CultureBrokers and now with Thomas Brooks as the Equity and Inclusion
49 Manager, the City is making an honest commitment to equity and inclusion in the City.

50
51 Ms. Ramundt explained the reason she was at the meeting was for one person. The verdict of the
52 Chauvin case was such a relief, and she hoped a turning point. She appreciated that in the last
53 month Mr. Trudgeon has posted messages in support of black and brown lives because that has
54 rarely been done in the City. She hopes it is another sign of change, however, there is one
55 glaring omission, in the year since George Floyd was killed, they have not had one opportunity
56 to have a Town Hall meeting with the City's elected officials or the City's Police Department.
57 She knew that she was not alone in wanting to hear if the Roseville Police Department has made
58 any changes since George Floyd's murder. She knew the Police Department created the Multi-
59 Cultural Advisory Group, which she thought was a great idea, but what is happening there and
60 what is the City's stance on protests. She indicated she saw a new social event policy which
61 requires that anyone holding a special event must have liability insurance if there are things like
62 a food truck or dunk tank. She wondered if there has been a rash of serious dunk tank incidence
63 in the City that made this a requirement. She knew there have been lawsuits against the City's
64 Police Department in the past and she wondered if officers had to have liability insurance. She
65 did not know if that is a reasonable request or not, but she sure believed there are lots of residents
66 who have lots of questions over what the City is doing to prevent a tragedy like George Floyd or
67 Daunte Wright. She explained she was at the meeting to ask the Commission to ask the City to
68 hold a town hall meeting to answer these and many other questions. One of the Commission's
69 work items is about communication with residents. She also sent this request to the City Council
70 and Police Department on Monday and has only had one response which was from Cory Yonke,
71 the Police Department Community Relations Coordinator who said that due to competing
72 priorities it is not something that can be done in the near term. She understood that these things
73 do not happen quickly but she would like to see this on the schedule so it does happen, and she
74 hoped the Commission can help make it happen.

75
76 Commissioner Becker asked what Ms. Ramundt's role is with Do Good Roseville and what the
77 group's intention is.

78
79 Ms. Ramundt gave an update on Do Good Roseville to the Commission and what her role is with
80 the group.

81
82 **Commission Response to Community Issues**

83
84 Commissioner James read his open letter to the City Council. He indicated he has not sent this
85 to the City Council but Chair Djevi suggested he read the letter at the meeting for feedback.

86
87 Chair Djevi thought in looking at this past year things have been really rough but one thing he
88 has been pleased about is the progress the City is making. There has been a lot of effort being
89 made to advance racial equity and diversity. He thought the City is making progress, especially
90 with hiring Mr. Brooks and CultureBrokers. He thought the Commission needs to continue to be
91 engaged to assist in that progress, so they come out in the end as a better community. He

92 indicated the City also has a Police Chief that is really up front and has been proactively trying to
93 change things and make things better so the City does not end up another Brooklyn Center in a
94 year or two. He thought it would be good at one point or other if the community could know
95 what the City is doing in order to be informed and in the loop of all the things being done with
96 equity and diversity in the City.

97
98 Commissioner Solarin thanked Commissioner James for his letter and appreciated what was
99 read. He also appreciated the time he took to reach out to the Chair and to also share what he
100 wrote with the Commission and community. She indicated as a new Commissioner she was on
101 the Commission to support whatever work plan the Commission is working on. She indicated
102 she was one hundred percent with Commission James in terms of what are the concrete steps the
103 City can do. She seconded what Chair Djevi has said. The Chief of Police and former Chief of
104 Police for Roseville are great. The current chief is very accessible. She indicated she used to be
105 on the Police Civil Service Commission, which is very different and was much smaller. She is
106 responding to any ideas the Commission has and would love to participate in the work plan.

107
108 Commissioner James explained the reason he wrote the letter is because he really wondered who
109 the Police Department report to. He wondered if the Police Chief reports to the City Council or
110 who is responsible for their actions.

111
112 Ms. Olson reviewed the structure of the City’s Organization, indicating the City has a City
113 Manager form of Government where the City Council has one direct employee and that is the
114 City Manager. The City Manager oversees all of the other departments and all of the department
115 heads report directly to the City Manager. She indicated she was happy to answer any questions
116 either offline or at another meeting.

117
118 There was Commission discussion about Multicultural Advisory Committee (MAC) in
119 Roseville.

120
121 Commissioner Allen suggested inviting the Chief of Police to a meeting for some kind of meet
122 and greet session for the community.

123
124 **Approve Minutes**

125
126 **a. March 17, 2021 Human Rights, Inclusion and Engagement Commission**

127
128 Chair Djevi corrected an error on line 47-48, the sentence should read “He wanted to thank the
129 City Leadership for the statement ~~stiff mandate~~ put out condemning the violence.”

130
131 Commissioner Macomber moved and Commissioner James seconded a motion to approve the
132 March 17, 2021 Human Rights, Inclusion and Engagement Commission meeting minutes as
133 amended. Motion passed unanimously.

134
135 **Youth Commissioner Report**

136

137 **New Business**

138

139

a. Debrief From Joint City Council Meeting

140

141 Chair Djevi personally thought the meeting went well given how busy the year has
142 been. The main accomplishment from last year was the recommendation to hire a
143 DNI Consultant and to get an Equity and Diversity Manager hired. He thought as far
144 as the workplan going forward, the Council was open to letting the Commission be
145 active in the community and hopefully bring back ideas that are doable and will
146 engage people in the community differently.

147

148 Commissioner Lee thought the meeting went better than last year and that the City
149 Council was more supportive this year, generally speaking. She left with a more
150 positive feeling than she did the year before.

151

152 Commissioner Becker commented on the commitments the Council read through and
153 discussed. She was curious if the City Council had a counter to that in terms of an
154 actual vision in what they are hoping to achieve with those commitments, in terms of
155 the Commission being focused on the job of making more connections in the
156 community.

157

158 Chair Djevi indicated the vision from the City has been to make sure that everyone in
159 the City feels a part of the community and feels welcome and that everyone's
160 opinions count. Traditionally the City has struggled in finding certain groups of
161 people in the community to engage with so the mission for the Commission has been
162 to find ways to get into the communities that are not traditionally active or less
163 engaged so that City policies are made with good input from these communities.

164

165 Ms. Olson explained that a lot of what is in the document referenced, the Strategic
166 Racial Equity Action Plan (SREAP), at the very beginning of that document, trying to
167 tie things to some of the mission of the City, the community aspirations, the racial
168 equity narrative. Those right now are sort of serving as the guiding vision. She
169 mentioned that at a previous Council meeting there was discussion about potentially
170 looking at doing a broader community visioning type event and something staff will
171 be bringing forward to the City Council for consideration in probably 2022.

172

173 Commissioner Lee indicated her whole take on the vision thing was the whole race
174 equity narrative. The whole thing says that basically your race will not determine
175 your life's outcomes, which is what the community wants, and that the City will be
176 more conscious in how they are doing things. Everything in that narrative, to her,
177 was the vision. She indicated she did not want to take much more time visioning
178 because she thought much of that has been done.

179

180 Chair Djevi thought this would be a good discussion in the next topic.

181

182 Commissioner Lee indicated she would like to see action items to the meeting,
183 acknowledging the work and progress of different groups and Commissions in the
184 City as a kind of heads up that the community wants to hear some kind of update or
185 communication regularly. She thought it would be nice if the Commission could
186 follow up on some things.

187
188 Chair Djevi indicated he planned on bringing this up at the next MAC meeting.

189
190 Commissioner Allen responded to the joint meeting and was glad that the City
191 Council did not put pressure on CultureBrokers or the Commission to move quickly
192 and he believed that after the Commission shared the Commission workplan and
193 knowing the stress and tension and where the community is at, his hope is that as the
194 Commission fulfills this workplan in 2021, he thought the Commission should be
195 open that the workplan may not look the same and the Commission will probably
196 have to consider letting a lot go that traditionally this Commission has done if the
197 Commission really wants to get deeply involved in the City Government and the
198 community.

199
200 Commissioner Solarin agreed with Commissioner Lee. She wondered if it was
201 possible to have action items. She thought there was a lot of information that comes
202 from a ten-member Commission and she thought action items would allow them to
203 streamline some of the work and allow the Commission to assess what they will not
204 be able to get done.

205
206 Chair Djevi thought discussing the workplan may be a good place for them to put
207 down action items.

208
209 Ms. Olson highlighted a couple of things from the Joint meeting that the Commission
210 needs to have discussion on. She noted the Commission needed to look over the
211 commitment section, which was a part of the SREAP. She explained the Council
212 wants feedback on that and with that understanding, the Council is hoping to get
213 feedback in a relatively timely manner. She also noted another priority item for the
214 Council is the Proclamation Pilot Program that they were supportive of continuing.

215
216 **b. Update from CultureBrokers**

217
218 Ms. Olson reviewed the City's Commitments that is in the report presented to the
219 City Council.

220
221 Ms. Lisa Tabor, CultureBrokers indicated the commitments outlines a few more
222 specific actions or considerations that the City will make as it is executing its work.
223 It is slightly different from the Equity statement where it goes on to elaborate on how
224 the City will achieve Equity.

225

226 Chair Djevi thought what the City Council wanted from the Commission is what does
227 the Commission think about the commitment and perhaps what could be the role of
228 the HRIEC in reaching some of these goals and strategies listed in the commitment.
229 He thought the Commission should spend the bulk of their time discussing to perhaps
230 come up with ways to be helpful as a community group in helping the City reach
231 these goals.

232
233 Ms. Olson clarified what she thought the Council was looking for is if these are the
234 appropriate commitments that should be made in order to accomplish this work and
235 getting into the strategies of how to do that is a later on conversation.

236
237 Commissioner Lee thought one thing that was missing from the commitment was a
238 commitment to transparency, whether that is in data or how the Council is doing
239 things.

240
241 Commissioner Becker asked for clarity because her understanding is when you come
242 up with commitments there is typically a group of people in a room that is sort of
243 visualizing what they want, and she understands that the narrative around equity is
244 sort of the synopsis of that and their commitment. She was asking because she was
245 not a part of that group and it is not typical that people outside of that group
246 potentially would look at the end commitments and say that is what has come out of
247 their visualizing. To be perfectly honest, as a community member, what she is trying
248 to get at is how can they engage. She wondered if there were community members
249 that had not been heard from that participated in coming up with these commitments.
250 Can she trust that people that were not heard were part of this process and they put
251 these commitments down or was it just staff and City leaders saying this is what we
252 will commit to, in which case, she still felt like she was missing some of the
253 conversation around those decisions and is there a way the Commission can look at
254 this and say engaging our community is something the Commission can start to take
255 on as an action item, what does that look like.

256
257 Commissioner Lee asked if some committee of staff that went through the GARE
258 training develop this.

259
260 Ms. Olson indicated it was the City's Strategy Team. She reviewed the Strategy
261 Team and what the job of the team is. She thought the intent is that as this group is
262 an Advisory Commission to the Council and each Commissioner is a representative
263 of the community, that is why the intent was to bring this to them to get feedback, not
264 necessarily tonight.

265
266 Ms. Tabor indicated on the commitments, the Commission was asked to give
267 feedback on just the commitments but while they can sort of stand alone, they are
268 really a part and parcel of the entire beginning part of the Equity Strategic Action
269 Plan (ESAP). These are actually partnered with some of the other items in the ESAP
270 that point to how to share information, the fact that data needs to be disaggregated

271 and some other portions of that initial narrative. The Commission will probably want
272 to be examining those commitments in that context, along with all of the other stuff
273 that is a part of this. The other thing that is important to note is that the Equity
274 Strategic Action Plan is designed as an operational plan for City Government. It
275 really is about City leaders saying this is what they are going to do in order to deliver
276 on the plan. This is how the City is going to behave and operate when the plan is
277 delivered. She noted it was her understanding that there has been community input
278 all along the way and especially also related to the Government Alliance on Racial
279 Equity (GARE). She indicated the City will be engaging with the community and
280 actually asking the community with help in developing portions of the SAEP, but
281 they need to move things along and make sure that policy practice-built environment
282 in this City under City Government control is changed. She did not think that a big,
283 huge, community visioning is going to be as effective as just moving what the
284 Commission has already heard from the community along.

285
286 Mr. Brooks thought that was a good reminder. He knew that when they think about
287 equity there is so much that comes to mind that they want to see fixed right away and
288 he thought that was a good reminder that in many ways this is a staff document, staff
289 guide, to change the way they do business as a City. He indicated it is a part of the
290 plan to include the HRIEC and community engagement along the way. That is a huge
291 part of this but keep in mind that this is mostly an internal staff guiding document.

292
293 Commissioner Solarin thought what she is hearing from Commissioner Lee is if their
294 role is representation of this statement and the Commission is being tasked with
295 advising and engage and in some ways give their blessing, the Commission would
296 need to know more about what is going on and right now she does not know that.
297 She did commend staff on the work that is going on. The Racial Equity page keeps
298 updating.

299
300 Commissioner James thought this was a good discussion but indicated he would need
301 time to read through this and to react to it and see what kind of things are needed.

302
303 Chair Djevi recapped his understanding of where they are on this item. He thought
304 this should be placed on the agenda for May and allow the Commission to read and
305 make notes for that meeting for discussion.

306
307 Action Item: Commissioners review the commitments and prepare to come back with
308 feedback at the May meeting.

309
310 Chair Djevi suggested the Commission reach out to their networks in the City so that
311 what is brought back is representative of the community. He suggested the
312 Commission send their notes and feedback to Mr. Brooks to consolidate for
313 discussion at the May meeting. He asked the Commission to submit their feedback
314 by May 5th.

315

316 Ms. Olson shared with the Commission the plan for bringing this item to the City
317 Council in the future.

318
319 There was discussion between staff and the Commission on the timeline for feedback.
320

321 **c. Workplan Updates**

322 Ms. Olson updated the Commission on the status of the workplan to date.
323

324
325 Commissioner James indicated regarding the Essay Contest, he recommended these
326 get posted on the website and invite the authors to appear before the City Council.
327 He also indicated he did contact CTV and was told it would not work for them to do
328 anything with CTV this year but was open to working with the Commission in the
329 future. He would also like for the Essay authors receive a certificate from the City.
330

331 Ms. Olson indicated she has reached out to all the entrants and invited them to the
332 May 3rd City Council meeting. She noted she has heard from one of them that will be
333 there. All of the entrants will be recognized at the May 3rd Council meeting and also
334 plan on having them on the HRIEC webpage as well as to put a blurb in the
335 newsletter.
336

337 Commissioner James explained there are four topics for the next Essay Contest. He
338 asked for the Commission to give him or Youth Commission Xie feedback on these
339 topics for the May meeting. He also asked if anyone else on the Commission wanted
340 to work on this, he would be open to that as well.
341

342 Commissioner Allen updated the Commission on the Rosefest Parade and thought
343 there was indication the parade would be cancelled. He hoped a decision is made
344 soon.
345

346 Ms. Olson is also waiting on the Park and Rec Department on the status of the parade.
347 She indicated as soon as she knows she will update the Commission.
348

349 Commissioner Lee updated the Commission on the Community Feedback Response.
350 She noted there was some confusion about this item at the joint City Council meeting.
351 She indicated the sub-group will compile the information and come up with a list of
352 suggestions and recommendation to bring to the full Commission.
353

354 Commissioner James thought it would be helpful for the sub-commission to delve
355 into when a comment comes to the Commission, what is the Commission going to do.
356 Will there be an official response, he knew individually the Commissioners could
357 respond but he wondered if there would be an official response, who will do it and
358 how is that going to be put together. He thought that was an important aspect.
359

360 Ms. Olson updated the Commission on the Commission Recruitment, and
361 Commission Interviews that the Strategy Team is working on.

362
363 Commissioner James updated the Commission on the Onboarding item in the
364 workplan. He indicated the new members can reach out to their buddy for help or
365 information needed.

366
367 Commissioner Djevi indicated he did not have an update on the Community
368 Outreach.

369

370 **Other New Business or Reports**

371 **a. Monthly Proclamation Updates**

372

373 Commissioner James indicated the proclamations subgroup came up with a list of
374 ideas, ways to supplement the proclamations. If the Commission and City
375 Government want to move just beyond reading the proclamations, they need to make
376 them more meaningful. He noted the document is a beginning and the sub-group
377 would like Commission ideas and comments to add.

378

379 Ms. Olson asked if the Commission had any changes to the Asian American and
380 Pacific Island Heritage Month or LGBTQIA+ Month proclamations. She noted these
381 two proclamations will be read at the April 26th City Council meeting.

382

383 Chair Djevi wondered if perhaps after the ninth “Whereas” in the AAPIH
384 proclamation something could be added to the extent of hate violence against Asian
385 Americans hurt whole communities so that is reflecting what is going on right now.

386

387 Commissioner Macomber thought a sentence might work better in the next
388 “Whereas” paragraph.

389

390 Ms. Olson wondered if the statement should be a separate “Whereas” or included in
391 one of the current ones.

392

393 Commissioner James thought a separate “Whereas” would be more impactful.

394

395 Commissioner Lee wondered what the statement “Despite all the progress,” meant.
396 She indicated she could write up the Whereas for the Commission and send it to Ms.
397 Olson because she also thought it should say something about not only the anti-Asian
398 violence but how Asian is, whether or not born in the USA and are citizens, are
399 always considered other.

400

401 Mr. Brooks indicated in the proclamation it actually lists several Asian AAPI cultural
402 groups and knowing that the City has a decent size Karen population in Roseville
403 should that be called out as well and not leave them out.

404

405 Chair Djevi thought that would be ideal. He asked if there anything that needs to be
406 changed or added to the June LGTBQIA+ proclamation. He noted he received some
407 correspondence from a group based in the City that is interested in conversion therapy
408 being banned in the City. He admitted he has not done any research on this and does
409 not know if it is currently being done in the City, but it would be something really
410 concrete for the LGTBQIA+ community that could be concrete action that could be
411 linked to the June proclamation that could affect their lives.

412
413 Commissioner James suggested this recommendation be made to the City Council to
414 take that action. He thought it would be an action that made sense and might make it
415 stronger if it were a recommendation from the Commission.

416
417 Chair Djevi concurred and thought the Commission needed to come up with good
418 arguments that could be discussed and based on those arguments, make a strong case
419 for why the Commission thinks it should be banned. He proposed this be done at the
420 May meeting.

421
422 **b. March Equity Report**

423
424 Ms. Olson updated the Commission on the March Equity report.

425
426 **c. Staff Updates**

427
428 Ms. Olson updated the Commission on the City Council May 3rd Agenda. She noted
429 there will be an outgoing Commission recognition at the meeting as well as the Youth
430 Commissioner Voting item.

431
432 Chair Djevi invited the Commission to attend the May 3rd City Council meeting.

433
434 Ms. Olson also updated the Commission on the Just Deeds Organization and
435 explained what that organization does. She indicated the organization wondered if
436 the members could come to the May HRIEC meeting to do a presentation on Just
437 Deeds and see if the Commission would help support the staff recommended support
438 of this.

439
440 Commissioner Lee thought the Commission could give the organization ten minutes
441 of the meeting time. She indicated it is a presentation and should not take that long.

442
443 Chair Djevi indicated he was onboard with a presentation at the next meeting.

444
445 Commissioner James explained he would like to get something ahead of time in order
446 to be more informed at the meeting.

447

448 Ms. Olson suggested the organization put information in the May agenda packet and
449 if the Commission want more information than the organization can be invited to
450 come to the May meeting.

451

452 The majority of Commissioners wanted to have a presentation.

453

454 Ms. Olson indicated she will be officially transferring her staff liaison duties over to
455 Mr. Brooks. She explained she will still be available, but Mr. Brooks will be the
456 direct contact in the City and will facilitate future meetings.

457

458 Commissioner Lee thanked Ms. Olson for all she has done for the Commission.

459

460 Chair Djevi thanked Ms. Olson for all her support and help over the last four years.
461 He noted she has been real instrumental in getting the Commission where it is today.

462

463 **Announcements**

464

465 **Future Agenda Items**

466

467 **Adjournment**

468

469 Commissioner Lee moved and Commissioner Allen seconded a motion to adjourn. Motion
470 carried unanimously.

471

472 Chair Djevi adjourned the meeting at 8:56 p.m.

473

474 Respectfully submitted,

475

476 Sue Osbeck

477 *TimeSaver Off Site Secretarial, Inc.*