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**Human Rights, Inclusion
and Engagement
Commission
Agenda
Tuesday, August 4, 2020
City Council Chambers**

Address:
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1. 6:30 P.M. Call To Order/Roll Call
2. Approval Of Agenda
3. Public Comment On Items Not On The Agenda
4. Approval Of Minutes
5. Youth Commissioner Report
6. New Business
 - 6.A. 6:35 PM Refine And Clarify Recommendations To City Council For The August 10, 2020 Meeting

Documents:

[6A. STAFF REPORT_REFINE RECOMMENDATIONS.PDF](#)
 - 6.B. 7:35 PM Review Additional Action Items For Recommendation

Documents:

[6B. STAFF REPORT_ACTION ITEMS.PDF](#)
[6B. ATTACH A_SUBMITTED IDEAS.PDF](#)
7. Other New Business Or Reports
8. Announcements
9. Future Agenda Items
10. 8:00 P.M. Adjournment

Public Comment is encouraged during Commission meetings. You may comment on items not on the agenda at the beginning of each meeting; you may also comment on agenda items during the meeting by indicating to the Chair your wish to speak.

Be a part of the picture... get involved with your City... Volunteer. For more information email rachel.boggs@cityofroseville.com or call (651) 792-7028.

Roseville Human Rights, Inclusion and Engagement Commission

Agenda Item

DATE: August 4, 2020

ITEM: 6A.

ITEM DESCRIPTION: Refine and Clarify Recommendations to City Council for the August 10, 2020 meeting

Background

At the Commission meeting held on July 23, 2020 the commission voted to make two recommendations to the City Council as follows:

1. **Recommend the City hire a Diversity and Inclusion consultant.**
2. **Recommend the City allow Youth Commissioners to vote.**

Staff has scheduled time on the August 10, 2020 City Council agenda for the Commission to present these recommendations. Tonight's discussion should focus on refining and clarifying the recommendation centered on the purpose of hiring a consultant and the type of work the consultant could perform. In addition, the Commission should also consider further refining and clarifying the recommendation for voting of Youth Commissioners.

For informational purposes, included is the reference to City Code, Chapter 201 which outlines guidelines for city commissions. Youth members are considered ex-officio members of commissions. The City uses Rosenberg's Rules of Order which is a more simplified version than Robert's Rules of Order. Rosenberg's Rules of Order do not explicitly lay out if ex-officio members may vote, but rather states:

Establishing a Quorum

The starting point for a meeting is the establishment of a quorum. A quorum is defined as the minimum number of members who must be present at a meeting for business to be legally transacted. The default rule is that a quorum is one more than half the body. So, for example, in a five-member body a quorum is three. When the body has three members present, it can legally transact business. If the body has less than a quorum of members present, it cannot

Roseville Human Rights, Inclusion and Engagement Commission

Agenda Item

legally transact business. And even if the body has a quorum to begin the meeting, the body can lose the quorum during the meeting when a member departs (or even when a member leaves the dais) and when that occurs the body loses its ability to transact business until and unless a quorum is reestablished.

*The default rule identified above, however, gives way to a specific rule of the body which establishes a quorum. So, for example, the rules of a particular five-member body may indicate that a quorum is four members for that body. The body must follow the rules it has established for its quorum. **In the absence of a rule, the quorum is one more than half the members of the body.***

Each Commission has its membership outlined specifically in the Uniform Commission Code. Since there is no specific rule that is outlined for ex-officio members, that indicates that a quorum and voting would follow the rule highlighted above. Meaning, that this Commission's membership is defined as 9 members per Chapter 205.01:

There is established a Human Rights, Inclusion and Engagement commission of the City, which shall consist of nine (9) members appointed by the City Council and which shall be subject to Chapter 201 of the City Code.

Recommendation

Refine Commission recommendations to the City Council in preparation for the August 10 meeting.

Attachments

None.

Roseville Human Rights, Inclusion and Engagement Commission

Agenda Item

DATE: August 4, 2020

ITEM: 6A.

ITEM DESCRIPTION: Review and consider additional items for recommendation to City Council for the August 10, 2020 meeting

Background

Commissioners have submitted ideas for consideration as actionable steps the City could take. The purpose of this item is to determine if any of those recommendations are items the commission feels are ready to move forward for recommendation to the City Council.

Recommendation

Discuss and determine if any further items should be included in the Commission's recommendation to Council on August 10.

Attachments

- A. Submitted Ideas

We could consider whether our evaluate function includes looking at internal functions of the city such as hiring/recruiting and contracting in addition to the "residents and businesses". Does our evaluate and advise function include reviewing city outreach documents (website, newsletter) for accessibility such as reading level, multiple languages, etc.

Suggest that, on our website, under Commission Duties and Functions, that the local contact methods (contacting Rebecca, and/or using the online form to contact commissioners, be highlighted above the State Dept of Human Rights language.

Under the D and I consultant scope of work, we could consider devoting some time to working with the commission to identify

1. social media channels that may be effective for commission use in reaching resident segments (Facebook, WhatsApp, NextDoor Snapchat, etc) and best practices in policies we could consider.
2. recommendations on use of multiple languages, and/or video to communicate with and solicit input from resident segments
3. methods to develop review process for resident engagement--for example--how to Help park commission identify wheher park programs engage a diverse population, and what metrics are used to measure that
4. How our commission might support the growth and stability of minority owned business in our community

Council:

1. Hire a full time Diversity and Inclusion Consultant
2. Allow Student Commissioners to vote on commission motions
3. Re-evaluate how you view the HRIEC and what our mission should be
4. Increase the budget for engagement and Inclusion work current \$2,000

Commission

1. Review the o cial mission of the HRIEC to suggest changes to more clearly reflect how we see our mission/duties to e ectively move forward
2. Push Council to hire a Diversity and Inclusion consultant
3. Cultivate personal relationships with council/mayor
4. Develop plans to meet with community members to better understand the pulse of the city
5. Plan future discussions regarding police practices and oversight

Action Items:

1. Formally adopt the Racial Equity Statement developed by staff.
2. Update city code/ordinance to allow commissions to have subcommittees or work groups.

3. Hire a racial equity consultant to work alongside staff to conduct a comprehensive assessment of city processes and policies, develop an equity and inclusion action plan, refine/develop community engagement best practices.
 - o Company Recommendation: Team Dynamics is a people of color, woman, and LGBTQ+ owned company. They focus on helping leaders and workplaces live up to their potential through intentional and meaningful culture change.
4. Ask departments to review 2021 plans to refine or review work plans to identify opportunities to incorporate culturally relevant programming utilizing best practices around community engagement.
5. Continue the process of revising the commission recruitment/onboard/operating processes.

Youth Ideas:

1. Start an Instagram account for the commission and have the youth commissioner be in charge of posting. They can post about upcoming meetings, take pictures of each meeting, and talk about important work the commission is working on.
2. RAHS has an event on the first day of school for freshmen where they take a look at all the different clubs at school. The commissions of the city that are looking for youth can set up a stand. If a student is interested, they will be given a sheet with directions to the online form. I can contact people in charge of the event to have a table for us.
3. Post flyers at school. I know they catch my attention! The flyers should make it clear that anyone can join, as the voices of you aka the next generation is important. Also, explain what the role of a youth commissioner is. The flyer shouldn't be too wordy as people usually briefly set their eyes on them instead of pausing.
4. The youth commissioner is responsible for contacting the high school staff associated with method 2 and 3 for permission.
5. The youth commissioner should actively spread their role to friends to further the visibility of the commission.
6. Commission t-shirts could be conversation starters. We could also sell those t-shirts to earn money if possible. Just a random thought. The youth commissioner if he or she is artsy (I'm not) could design it.

Event Ideas:

1. Organize an event/gathering to show support for fighting systemic racism. George Floyd Memorial? Have a physical representation people can leave notes, flowers, etc. anytime for social distancing purposes. Or a large banner people can write on to show support, express their feelings.
2. List of African American businesses in Roseville the community can support.
3. Work with Park & Rec with their music and the Rog to add to the cultural engagement piece and add proclamations when possible. Recommend different communities to

have represented in the music at the Rog, to increase inclusivity and help those events by increasing awareness and engagement. Use events to connect with different communities and cultures.

4. Topical movies at the Oval that focuses on systemic racism, other cultures, documentaries on racism and pandemics/quarantines/etc. Use proclamations to add movie topics, no matter what month they are in.
5. Have a page on city's website to put proclamations, highlight upcoming events that are engagement focused, have a place people can write thoughts, ideas, feelings, etc. Community engagement focused page.
6. Bring in racism expert for a webinar/forum.
7. Use information gathered from the upcoming zoom series to inform events.
8. Work with the RPD Multicultural Advisory Committee.

Essay Topics:

1. What does Systemic Racism mean to you? How have you seen it or experienced it? How can you make an impact on ending systemic racism?
2. What is a pandemic? What is your experience or feelings about the current pandemic? What are the positive and negative effects of quarantining and wearing face masks?
3. 2020 has been a year of upheaval and unrest. The death of George Floyd (and other people of color throughout the USA), protests against police brutality and calls for reform, and the rise of the Black Lives Matter Movement all have had profound effects on our community and our lives. Choose one or more of the issues listed above and describe how it has affected you, your friends, your family and the community at large. Be as specific as you are comfortable to be and describe why it is important to you, how it has affected you and the people you know, what citizens can do to move the community forward toward more inclusiveness and how we can become better engaged with each other as we move forward.