

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **JANUARY 13, 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, Monica Bolinger, Etienne Djevi, Richard James
12 (arrived at 6:30 p.m.), Grace Lee, Kathryn Macomber, and Lauren
13 Peterson
14

15 **Youth Commissioners:**

16
17 **Commissioners Absent:** Ahmed Hassan, and Youth Commission Beverly Yiling Xie
18 (excused)
19

20 **Staff Present:** Rebecca Olson, Assistant City Manager
21
22

23 **Call to Order/Roll Call**
24

25 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to
26 order at 6:03 p.m.
27

28 Assistant City Manager Olson indicated Chair Cat Beltmann submitted her resignation and
29 would not be a part of the roll call.
30

31 **Approve Agenda**
32

33 Vice-Chair Djevi explained he would like to amend the agenda in order for the Commission
34 should take the time to thank Chair Beltmann for her service.
35

36 Commissioner Peterson moved and Commissioner Macomber seconded a motion to approve the
37 Agenda as amended. Motion passed unanimously.
38

39 **Public Thanks to Chair Cat Beltmann**

40 Vice-Chair Djevi indicated Chair Cat Beltmann submitted her resignation on Monday and he did
41 have an email exchange with Chair Beltmann, and he wanted to thank her for her leadership over
42 the past couple of years. He explained Chair Beltmann has displayed a leadership model that the
43 Commission will miss. He thought for the work the Commission has ahead of them Chair
44 Beltmann's experience will be missed. He wanted the City to know that if it is okay with this
45 body, he would propose that the City Government find a way to send her a certificate of
46 recognition for all of the work she has done while on the Commission.

47
48 Commissioner Peterson agreed and thanked Chair Beltmann for her hard work and has brought
49 some great expertise to the Commission and helped to keep the Commission on track and
50 focused when sometimes the Commission gets off track. She appreciates all of Chair
51 Beltmann’s work and leadership. She would like, as a Commission, to get something together to
52 give the Chair Beltmann.

53
54 Commissioner Bolinger did not think the Commission would have accomplished all it did in the
55 Commission without Chair Beltmann. Her ability to keep the Commission on track and her
56 expertise in this arena and organization and ability to keep the ideas moving was spectacular and
57 she did not think anyone could have done a better job. She wanted to personally thank Chair
58 Beltmann.

59
60 Commissioner Allen wished Chair Beltmann the best. He thought anyone that is doing a public
61 service there is a lot of time involved and she has managed that to a point that family comes first,
62 and she had to let go. She was supportive of doing something for Chair Beltmann.

63
64 Commissioner Macomber agreed with everything, especially her work on the handbook.

65
66 Commissioner Lee thought these times have been difficult with the Pandemic and she thought
67 the past year alone has been difficult for the community. She thought it was a tough time for the
68 work and felt Chair Beltmann did a good job and the best she could during the difficult times.

69
70 Ms. Olson reviewed the background of what the City does for commissioners not seeking
71 reappointment. She indicated she would be happy to put something together from the
72 Commission to get out to Chair Beltmann.

73
74 **Public Comment on Items Not on Agenda**

75
76 **New Business**

77
78 **a. Community Engagement Assessment**
79 Assistant City Manager Olson explained the Human Rights, Inclusion and
80 Engagement Commission is tasked to conduct an annual community engagement
81 assessment. The purpose of the assessment is to determine where there is agreement,
82 disagreement and/or any tension as it relates to the City’s community engagement
83 efforts. She explained when thinking about the assessment she suggested the HRIEC
84 think about it in general terms of the City instead of individual departments. She
85 noted she received six responses back from the Commission and she collated them
86 into a grid.

87
88 **Question one: What kind of relationship do you have with Community Members?**

89

90 The Commission discussed the first section of question one “Relationships are
91 primarily transactional for the purpose of completing a project”, consensus of this
92 question was “Beginning to Talk About Moving to CE”.

93
94 Regarding the second section “Relationships are often not inclusive of all racial or
95 cultural groups in the community”, the majority of the Commissioners felt the
96 Commission was doing primarily outreach with a few feeling the Commission was
97 working toward CE, after discussion the Commission concurred with “Doing Primarily
98 Outreach and Beginning to Talk About Moving to CE”.

99
100 Commissioner James arrived at 6:30 p.m.

101
102 The Commission was split on the third part of question one. Some Commissioners felt
103 the Commission was beginning to talk about moving to CE and some felt the
104 Commission was working toward CE where relationships can be limited to a few
105 community members, often giving influence on those with the loudest voices, after
106 discussion the Commission concurred with “Beginning to Talk About Moving to CE”
107 but moving toward “Working Toward CE”.

108
109 The Commission was also split on the fourth part of the question, relationships are
110 short-term, so staff have to rebuild them as other projects or issues come up with a few
111 Commissioners feeling the Commission was doing primarily outreach, a few
112 Commissioners felt the Commission was beginning to talk about moving to CE and a
113 few Commissioners felt the Commission was working toward CE and some feeling the
114 Commission was doing CE and after further discussion the Commission concurred with
115 “Beginning to Talk About Moving to CE”.

116
117 **Question two: Why are you engaging people?**

118
119 The Commission discussed the first section of question two “To accomplish a project
120 or a specific goal defined by the Organization”, and the majority of the Commissioners
121 felt the City falls with “Beginning to Talk About Moving to CE”.

122
123 Regarding the second section “To Seek Buy-In or Approval of something the
124 organization has already planned”, the Commission discussed this further and
125 consensus was “Doing Primarily Outreach”.

126
127 **Question three: How are you getting people involved? When?**

128
129 The Commissioners gave their opinion of section one “Primary activities with
130 community include Flyering, Surveys, Focus Groups, Workshops, etc., the consensus
131 was split between “Doing Primarily Outreach” and “Beginning to Talk About Moving
132 to CE”.

133

134 Regarding the second section, “Information is given, or feedback is requested After a
135 Project is Planned” the Commission consensus of section two was also split with the
136 majority being “Doing Primarily Outreach” and a few Commissioners at “Beginning
137 to Talk About Moving to CE”. Consensus of the Commission was to go with “Doing
138 Primarily Outreach”.

139

140 **Question four: How do ideas get generated?**

141

142 The Commissioners gave their opinion of section one “Staff/Institutions Generate Ideas
143 they think the community will support”, the consensus was “Beginning to Talk About
144 Moving to CE” but a few Commissioners felt the Commission was “Doing Primarily
145 Outreach”.

146

147 Regarding the second section, “Staff/Institutions generate Solutions to a Problem they
148 have defined” the Commission consensus of section two was “Beginning to Talk About
149 Moving to CE”.

150

151 **Question five: How do your organizational polices and structures support
152 engagement?**

153

154 The Commission discuss the first section to question five and consensus was
155 “Beginning to Talk About Moving to CE”.

156

157 Consensus of the second section of question five was “Beginning to Talk About
158 Moving to CE”.

159

160 Regarding section three, the Commission was split between “Beginning to Talk About
161 Moving to CE”. And “Doing Primarily Outreach”, The Commission overall consensus
162 was “Doing Primarily Outreach”.

163

164 The Commissioners gave their opinion of section four “Racism and power may not be
165 discussed or may be dealt with superficially”, consensus was split between “Doing
166 Primarily Outreach” and “Beginning to Talk About Moving to CE”, leaning more
167 toward “Beginning to Talk About Moving to CE”.

168

169 The last section of question five “The organization adheres to Organization-Drive
170 policies and structures”, the Commission consensus was “Doing Primarily Outreach”.

171

172 Ms. Olson indicated she would compile the notes and send the results out to the
173 Commission for further discussion at the next meeting.

174

175 **Adjournment**

176

177 Vice-Chair Djevi adjourned the meeting at 7:49 p.m.

178

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179 Respectfully submitted,

180

181 Sue Osbeck

182 *TimeSaver Off Site Secretarial, Inc.*