

Commissioners:

Keith Allen
Amanda Becker
Etienne Djevi
Paul Haas
Richard James
Kathryn
Macomber
Laura Palmquist
Ilene Park
David Sindiga
Adepeju Solarin
Beverly Xie



**Human Rights, Inclusion and
Engagement Commission
Agenda**

**Wednesday, March 16, 2022
City Council Chambers**

Due to the ongoing public health pandemic, HRIEC Members may participate in upcoming meetings electronically pursuant to Minn. Stat. 13D.021.

Members of the public who wish to speak during public comment or on an agenda item may do so in person during this meeting or virtually by registering at www.cityofroseville.com/attendmeeting

Address:

2660 Civic Center Dr.
Roseville, MN 55113

Phone:

651 - 792 - 7000

Website:

www.cityofroseville.com/hriec

1. 6:30 P.M. Call To Order/Roll Call
2. Approval Of Agenda
3. 6:35 P.M. Public Comment On Items Not On The Agenda
4. Commission Response To Community Issues
5. Approval Of Minutes
 - 5.A. HRIEC Draft Meeting Minutes 02.16.22

Documents:

[HRIEC DRAFT MINUTES 02.16.2022.PDF](#)

6. 6:55 P.M. Youth Commissioner Report
7. New Business
 - 7.A. 7:00 PM Joint HRIEC And Police Department Discussion On No Knock Search Warrants
 - 7.B. 7:25 PM Chair/Vice Chair Officer Nominations And Election
 - 7.C. 7:45 PM 2021 Work Plan Updates And 2022 Work Plan Discussion

Documents:

[HRIEC-2021WORKPLAN_MARCH 2022.PDF](#)
[HRIEC-2022 WORKPLAN_ APRIL.PDF](#)
[RCA_JOINT HRIEC AND COUNCIL WORK PLAN UPDATE_APRIL 2022.PDF](#)
[2022 ESSAY - TEACHER THANKS.PDF](#)
[HRIEC_ROSE PARADE_MEETINGNOTES.PDF](#)
[BASIC ONBOARDING GUIDELINES.PDF](#)
[COMMISSIONER EXPECTATIONS_ONBOARDING.PDF](#)
[2022 PROCLAMATIONS.PDF](#)
[YOUTH AND SCHOOL ENGAGEMENT IDEAS.PDF](#)

8. Other New Business Or Reports

8.A. 8:15 PM Staff Updates Report

Documents:

[STAFF UPDATES AGENDA ITEM 031622.PDF](#)

9. Announcements

10. Future Agenda Items

11. 8:30 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 volunteercoordinator@cityofroseville.com or call (651) 792-7028.

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **DRAFT – February 16, 2022 - DRAFT**
4
5

6 **Commissioners Present:** Amanda Becker, Etienne Djevi, Paul Haas, Richard James, David
7 Sindiga, Kathryn Macomber, Laura Palmquist and Adepeju Solarin
8 (Peju).
9

10 **Youth Commissioners:** Beverly Yiling Xie and Ilene Park
11

12 **Commissioners Absent:** Keith Allen (excused)
13

14 **Staff Present:** Thomas Brooks, Equity and Inclusion Manager
15

16 **Call to Order/Roll Call**
17

18 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to
19 order at 6:30 p.m.
20

21 **Approve Agenda**
22

23 Commissioner Peju moved and Commissioner Macomber seconded a motion to approve the
24 Agenda as presented. Motion passed 9 ayes, 1 abstain (Peju).
25

26 **Public Comment on Items Not on Agenda**
27

28 **Commission Response to Community Issues**

29 Commissioner Macomber explained she would like to bring up the recent, tragic death of Amir
30 Locke shooting in Minneapolis on February 2nd and is something the Commission should be
31 open to having some discussion on. She attended last night's MAC meeting and during that
32 meeting there was an explanation of Roseville's current Policy and Practices with No Knock
33 Warrants. She indicated it was an interesting explanation. She explained Roseville does not have
34 its own SWAT Team, there is a Ramsey Coalition of Law Enforcement that handles these types
35 of things. There was discussion regarding the intense training the SWAT Teams go through and
36 the care the team takes to protect public safety first. Hostages are number one to protect and then
37 innocent bystanders and the public, law enforcement members are next and last are the criminals
38 being sought because the criminal has the ability to end the situation where the public does not.
39 She shared her knowledge with the Commission.
40

41 Chair Djevi thanked Commissioner Macomber for her input in this situation.
42

43 Commissioner Peju supported what Commissioner Macomber stated.
44

45 Youth Commissioner Xie explained there was a recent student march on February 8th at Central
46 High School. She did not attend but saw photos on the Minnesota Teen Activists website page.

47
48 Youth Commissioner Park indicated she did attend that march and felt there were a record
49 number of students and was organized by Minnesota Teen Activists and was a very powerful
50 march. There were students from all over Minnesota that marched to the Governors mansion
51 from Central High School in St. Paul. She explained she felt the march was very empowering
52 and she was glad to be a part of the march and thought the march did bring awareness to this
53 tragic killing and she thought the march made a very large statement that a lot of people were not
54 expecting. This is something that was very much talked about at school.

55
56 Youth Commissioner Xie thought this killing was unjustified and Amir Locke should still be
57 alive today. She indicated she is learning about the Civil Rights Movement in her History Class
58 and felt interested how some things do not change.

59
60 Commissioner Sindiga explained this is something that was very touching for many minutes
61 after this happened. He indicated he had co-workers come up to him after the tragic event
62 consoling him for what happened and asking him if he was doing ok and at that point he did not
63 know what happened. Upon hearing about the incident he felt touched by the concern of others
64 and felt he needed to share this. He wondered what the Commissioners could do even though this
65 did not happen in Roseville he thought it was important to make sure the Commission can reach
66 out and do something. He was glad that the Roseville Police is talking and reaching out to the
67 community.

68
69 Chair Djevi explained this is a moment for the Commission to express how each is experiencing
70 this tragic event. How the Commissioners are living with that situation and just like
71 Commissioner Sindiga pointed out, when the tragic event happened, he too was upset because to
72 see a young person lose their life that way is unwarranted. The question is, how can the
73 Commission use that tragedy to change their own communities. That is the way he is looking at
74 this. The Roseville Police Department is not the Minneapolis Police Department. The Roseville
75 Police Department is not Central Police Department, but what can be done locally so the
76 residents do not find themselves in a similar situation in the community. He commended the
77 Roseville Police Department for being proactive with this situation and having a discussion and
78 explanation on the warrant. He reviewed what the Police Department spoke about at the meeting
79 he attended.

80
81 Commissioner James indicated he felt a sense of disillusionment and a sense of hopelessness
82 about this situation because the Commission cannot change Police Policy and as he understood
83 it, the Police and Police Policies are a pyramid where the decision goes through the City
84 Manager as their overseer and then to the City Council. He indicated that was his understanding
85 of this but he may be wrong. He stated it is not up to the Commission to change the policy but he
86 thought the question was what the Commission can do to suggest a change in policy, if the
87 Commission feels one is needed.

88
89 Commissioner Becker thought she was trying to process her feelings as a human being with her
90 role on the Commission, which she thought everyone else is also speaking about. She thought
91 that some of the reconciliation is part of the anger and frustration everyone is having is around

92 the way that the situation was handled, by Minneapolis leadership, and she thought it was
93 important, publicly and as a group, to talk about how valuable the characteristics of being a
94 leader are for everyone but if someone is on a Commission or in a political position or if a woke
95 citizen, she thought everyone has to continue to remind each other, themselves, the community
96 members, that each person has the model behavior to be proactive, to be communicative and
97 point out when things are not correct in every situation in the community. She thought that all of
98 the fatigue everyone is experiencing on top of the pandemic is truly about how the people are
99 reacting to situations and specifically how upper management and leadership is handling
100 situations. There is a sort of a sadness that is built into that. It is not just helplessness but also
101 sadness that people want those in positions of power to be able to at least provide some level of
102 comfort and to be able to communicate to the communities that things are going to change or
103 will be addressed and that certain behavior is not ok and also to show some emotion around the
104 tragedy. She indicated as a Commission Member she is trying to work with her community daily
105 on situations that frustrate her to try to figure out somebody she would want to see in that
106 position stand up and be appropriate.

107
108 Youth Commissioner Xie thought Commissioner Becker made some good points about how the
109 Commission Members have the power to model good behavior and be proactive in each person's
110 community, even if the Commission cannot change policy. She thought that is actually a point
111 stated in the Commissioner Handbook and something she tries to do and think about every day.
112 She expressed the Roseville Police Department, on their website, or Roseville in general on the
113 website should put out a statement regarding the City's Policy on No Knock Warrants. Some sort
114 of a guide should be available regarding the Roseville Policy because she still did not know what
115 the policy is because she did not attend the Zoom meeting where the policy was discussed. She
116 thought it would be good for everyone to know what the policy is.

117
118 Chair Djevi believed the Roseville Police Department is putting together some sort of
119 communication that will be going to the public regarding the policy in the City. He thought due
120 to meeting time, if the Commission wanted to discuss this further, the subject could be put on a
121 future agenda but he would like to move on to the next item.

122
123 Commissioner James suggested the Commission invite some of the Police Department or Tim
124 Hunt to come to the meeting to have a discussion about the No Knock Policy and what Roseville
125 wants to do.

126
127 Mr. Brooks indicated he could invite Mr. Time Hunt to any future meeting but he has already
128 extended that invite to the March meeting as well. He thought one of the things he would point
129 out, at least for this Commission, he knew everyone is in a mode of action and want to make
130 some changes, but he wanted to also encourage the Commission to leverage the MAC, who will
131 also be looking at this as well.

132
133 Commissioner Peju appreciated everything that has been said and as a Commission, their role
134 really is to engage, advise and evaluate. That is what the Commission is here to do. A question
135 she wanted to bring up to those that were at the MAC meeting and looking ahead, she wondered
136 if it is possible to get access to the No Knock Warrant that Roseville Police Department stated it

137 executed because if she hears information that Roseville Police Department does something
138 different, she wanted to know how that is different. As the City is making sure it is modeling its
139 best behavior, she wanted access to the policy to make sure the City can do better.

140

141 **Approve Minutes**

142

143 **a. January 19, 2022 Human Rights, Inclusion and Engagement Commission**

144

145 Commissioner Macomber moved and Commissioner Sindiga seconded a motion to approve the
146 January 19, 2022 Human Rights, Inclusion and Engagement Commission meeting minutes as
147 amended. Motion passed unanimously.

148

149 **Youth Commissioner Report**

150 Youth Commissioner Xie indicated she did not have anything to report but did have some
151 suggestions but wanted Youth Commissioner Park to go first.

152

153 Youth Commissioner Park reported she is a member of the Superintendent Student Advisory
154 Council and was the co-facilitator and president. She explained recently at the second meeting
155 multiple students shared what seems to be almost discrimination and even bullying against
156 LGBTQ+ members, specifically considering the bathroom situation. Currently there are
157 bathrooms for both men and women and in the new wing there are supposed to be bathrooms
158 that were meant to be for anyone that are single use bathrooms, however, half of them have been
159 closed off for undisclosed reasons to students and many students who are a part of the LGBTQ+
160 community, especially Transgender are feeling hurt by this and it is actually affecting them in a
161 very negative way, however, instead of just sharing negative news, she wanted to share that Dr.
162 Lee as well as other important District members are working on improving that situation and
163 talking to teachers and opening up more bathrooms that everyone can use in order for everyone
164 regardless of sexuality or gender in order to be able to use the bathrooms comfortably and safely.

165

166 Youth Commissioner Xie explained she has also heard that the bathrooms were being used for
167 reasons the bathrooms are not intended for such as crying, bathing and other reasons. She
168 indicated it sounds silly but she thought the School needed to reinforce to the students what the
169 bathrooms are actually for and how to use the bathrooms appropriately.

170

171 Youth Commissioner Park explained Dr. Lee did talk about reinforcing those rules as well a part
172 of the reasons why those bathrooms were closed off, these bathrooms have been closed off for a
173 long, undisclosed amount of time without telling students as to why the bathrooms were closed.
174 Also, as well as apparently, certain staff members choosing those bathrooms to only belonging to
175 staff members and locking them after using them. Apparently there was also an issue of staff
176 members unlocking bathrooms while students were using them with their keys which also
177 something that the Superintendent and other District Members are aware of and currently
178 working to fix.

179

180 Commissioner Sindiga thought recently something was going on, not in Minnesota, but he was
181 just echoing, when Youth Commissioner Park stated LGBTQ+ and Transgender students, it

182

183 seemed to him that it is starting to catch fire, usually it starts in the South, he knew there was a
184 bill being written up, he thought it was in Florida, to ban using the words LGBTQ+ and
185 Transgender in schools and he wondered if there was something like that in Roseville.

186

187 Youth Commissioner Park indicated she has not heard anything that has been issued school wide
188 or District wide where the words such as LGBTQ+ community or Transgender has been banned.
189 As far as the group talked about, students who felt there was discrimination or bullying based on
190 being a part of the LGBTQ+ community has been from other students or feeling there was
191 miscommunication or not proper communication about their needs with the school but it was
192 nothing deliberate by the school, as far as she knew.

193

194 Chair Djevi thanked Youth Commission Park for the comment and the report. He thought it
195 looks like the school is looking into this and taking steps to correct it. He thought this is where
196 the action needs to happen and it looks like it is being done. He thought the Commission could
197 recommend that the authorities in charge of this do not let up until the issue is solved. Beyond
198 that he did not know if there was anything else the Commission could do for what is going on in
199 the School.

200

201 Mr. Brooks thought this may be one area of opportunity, if it does not already exist, for the
202 Student Advisory Council to pursue regarding inclusion in the schools.

203

204 **New Business**

205

206 **a. Work Plan Updates and 2022 Work Plan Discussion**

207 Commissioner James provided a recap on the Essay Contest. He noted two essays
208 were received for this year and last year the City received three. He indicated this
209 makes him questions why, why the response is so small. He wondered if this was
210 something the Commission needed to reinforce contacting the teachers or maybe
211 contacting the teachers to get insight as to why there might be fewer students than
212 previous pre-pandemic years. His sense was pre-pandemic there were several themes
213 that were included that were listed for the essays. There was a core of information
214 that seemed to be taught in class regarding the essay question or something of that
215 nature that the students used as a basis and some students expanded upon it. He asked
216 the Commission where this item should go. He understood the City Council was
217 adamant about this happening but the Commission is spending more time on this than
218 the actual essays the students write.

219

220 Chair Djevi explained when he saw there were only two entries he thought the same
221 because the subgroup and whole Commission has put a lot of work into getting the
222 question and forming it as well as getting the information to the teachers and students.
223 He liked the idea of maybe approaching the teachers and figure out why. His
224 assumption has been it is because of the pandemic but that is just an assumption. He
225 thought the Commission should find a way to reach out to the teachers to find out
226 what could be the reason and if it could be corrected for next year otherwise he would
227 suggest tabling the essay for the time being and doing something else.

228
229
230
231
232
233
234
235
236
237
238
239
240
241
242
243
244
245
246
247
248
249
250
251
252
253
254
255
256
257
258
259
260
261
262
263
264
265
266
267
268
269
270
271
272

Youth Commissioner Xie indicated she could offer some student insight into this with talking to teachers. The teachers are overwhelmed as well as the students with current curriculum deadlines. It is not just this project but other projects that are having issues with submission. Also, regarding the lack of participation, she was sad about it but was not surprised. In talking with other students, in general, motivation has gone down to do extra things like essays that are not a part of the school curriculum. Students are just trying to get by with passing grades.

Chair Djevi thanked Youth Commissioner Xie for her input and thought that was what was happening.

Commissioner Sindiga asked what an incentive for the students is to write the essays. He thought the students are thinking why waste so much time if there is no reward for their efforts on this rather than homework. He thought the Commission needed to think of ways to incentivize the students in order for them to be motivated to write the essays.

Chair Djevi explained that before the pandemic the winners of the Essay Contest would come to a Council meeting, read their essays and be presented with awards as well as acknowledgment of their work. He did not think, in his opinion, that the incentive has changed. His sense was that the students and teachers are just overwhelmed.

Commissioner Peju thought the overwhelming feel is not going to go away for awhile so instead of the sub-group reaching out and asking teachers to confirm what the Commission already knows, she wondered what the Commission can do to support what is already happening. With the resources the Commission already has, if the Commission knows there is already people who are overwhelmed, the Commission does not need to ask them, maybe the Essay Contest should be paused for now and come up with something that will encourage people. She did not think it was whether the City Council really liked this or not, it is really about the community the Commission is serving.

Chair Djevi thought it made sense to pause the Essay Contest until the pandemic is under control so people are not overwhelmed but he wondered if the contest is being paused for the right reason.

Commissioner James thought that putting a feeler out to the teachers to find out from them is a good idea so the Commission has some solid information about how it was done in the past. He noted there is a cash prize that does go along with this. He also thought the City needed to honor the two people who submitted their entries this year and invite them to the Council as well as award the students with the maximum prize stated.

273 Youth Commissioner Xie thought for the two people who participated, she thought
274 their teachers should also get some type of reward. Having heard from multiple
275 teachers, teaching is really hard right now and she thought their teachers should get
276 some sort of reward as well.

277
278 Mr. Brooks thought if there was consensus of awarding the teachers as well as the
279 students, he would like to present this to the City Council for approval.

280
281 The Commission was in consensus.

282
283 Chair Djevi updated the Commission on the Rosefest Parade Engagement to date. He
284 noted the sub-group has discussed choosing two groups to walk in the parade.

285
286 Chair Djevi indicated the sub-group for Community Outreach has not met so there is
287 not an update.

288
289 Mr. Brooks explained the City has been thinking about a project for the HRIEC to
290 help with and this just came up at the City Council meeting this week. The Council is
291 wanting to go back to the community to make sure the City is on the right track with
292 community visioning and that the community aspirations are still what the
293 community wanted. He thought the route the City is looking to head in is that the City
294 already has the community aspirations so it is a matter of finding out from those
295 community members what the aspirations mean to them so that the City can have
296 something measurable to work toward. One of the ways to that is to do some pretty
297 intensive engagement. Staff is looking at potentially hiring a consultant to do some
298 larger, macro engagement throughout the community but to also look at some micro
299 engagement activities, such as showing up to community events, holding small
300 sessions and Commissioners, Councilmembers and staff reaching out to specific
301 community members. This summer there will be some pretty intense engagement
302 efforts happening. He asked if the Outreach Committee could discuss those type of
303 things and think about what the HRIEC commitment could be in terms of
304 participation at known City events or convening a group to provide some diverse
305 perspectives on the community aspirations. He thought that could be helpful and he
306 will bring more information to the Commission as thoughts are brought together.

307
308 Commissioner James thought two ideas that would be good to do is the idea of having
309 three or four Commissioners go to churches and put out information on the
310 Commission looking for input with an open forum, a town hall type of meeting. He
311 thought that was a way to reach some of the underrepresented communities in
312 Roseville. He thought the other thing the Commission could do it to pair with Do
313 Good Roseville to have them sponsor something like this to tell the Commission what
314 is going on and what the City needs to do.

315
316 Chair Djevi thought going forward the Commission should forward their ideas to the
317 subgroup to be put into a document to be presented to the full Commission.

318
319 Commissioner Becker directed the Commission to send their information and ideas to
320 her.

321
322 Chair Djevi reviewed the proclamation item in the work plan. He noted February is
323 Black History Month and the subgroup have been working on the theme of Black
324 Health and Wellness Issues.

325
326 Commissioner Macomber explained March is Women and Suffrage Proclamation.
327 She reviewed the proclamation information with the Commission and noted on March
328 15th the Library and the League of Women Voters are having a presentation at 7:00
329 p.m.

330
331 Mr. Brooks indicated April is Fair Housing Month. He indicated the Community
332 Development Department should be working on something and if not, there are a
333 number of things that can be highlighted throughout the City that month.

334
335 Mr. Brooks reviewed the flyer for Commission openings in the City. He asked the
336 Commission to spread the word and send the flyer out to the different communities in
337 order to get more diversity on the Commissions.

338
339 **Other New Business or Reports**

340 **a. Youth and School Engagement Ideas**

341 Chair Djevi indicated the there were a few ideas brought forward for Youth and
342 School engagement. He asked Commissioner James to present a summary of the
343 information.

344
345 Commissioner James reviewed with the Commission some of the ideas he had. He
346 indicated creating a “listening session” for students to hear what negative racial/social
347 issues the students experience as well as to conduct a written, anonymous survey of
348 the student body regarding human rights/racial issues in the schools/community. He
349 also suggested creating a problem/suggestion box throughout the school for student
350 input and have a group meet periodically to address the issues/suggestions and also to
351 have the HRIEC make a presentation to BOE meeting.

352
353 Chair Djevi also suggested the HRIEC participate in the multi-cultural activities
354 already put together by the school along with a Human Rights and Community
355 Engagement Day at the school. He also thought the Commission could be involved in
356 youth and voting activities and career development activities. He also reviewed some
357 modifications that could be made to the Essay Contest.

358
359 Commissioner Becker suggested offering some engagement opportunities during
360 Roseville student lunch hours and offer a “Wake-Up” conversation quarterly where
361 the Commission bring a free breakfast to the high schools and offer up a free
362 opportunity to discuss contemporary issues or invite local speakers from different

363 groups in the community. She also suggested a “In Real Life” style video program,
364 that NineNorth could play with a dinner-style conversation where the City could
365 bring 5 youth together from different groups/backgrounds and discuss a contemporary
366 issue and even include elder in the community where students could ask questions to
367 the elders or the elders could provide a different perspective.

368
369 Chair Djevi proposed the Commission have a new subgroup to finalize these ideas
370 into actual things the HRIEC could do and then bring them back to the Commission
371 for discussion and finalization.

372
373 Youth Commissioner Park liked the idea of these but thought two of them might be
374 unrealistic considering the situation of their time. She loved Commissioner Becker’s
375 ideas however, the lunchtime idea, the only issue is the lunches are only thirty
376 minutes maximum, not including transition from class to lunch. She also thought
377 because this is an open, public place, most students will feel intimidated to have these
378 types of conversations in front of such a large and noisy room. She would recommend
379 holding these conversations to another time in a specific time to allow for a full thirty
380 minutes of discussion so students do not feel intimidated. She also indicated in regard
381 to a student survey, while the survey is a very good idea in theory, what has happened
382 before, after George Floyds murder many students and teachers tried to create
383 multiple surveys and Google Forms where students were encouraged to talk about
384 issues had in the school and while many students did take that seriously, there were
385 many immature responses and the survey ended up not providing good results.

386
387 Commissioner James volunteered to be a member of the subgroup.

388
389 Commissioner Palmquist indicated she could lead the subgroup.

390
391 Commissioner Sindiga also volunteered for the subgroup.

392
393 Chair Djevi thought it would be a good idea for the Youth Commissioners to be
394 involved in the subgroup as well.

395
396 Youth Commissioners Park and Xie indicated they could be a part of the subgroup as
397 well.

398
399 **b. Staff Updates Report**

400 Equity and Inclusion Manager Brooks reported on the following:

- 401 • 2022 Workgroup plan
 - 402 ○ Essay Contest Subgroup
 - 403 ○ Rosefest Parade
 - 404 ○ Proclamations
 - 405 ○ Community Outreach/Community Visioning
 - 406 ○ Youth and School Engagement
- 407 • Joint HRIEC meeting with City Council in April

- 408 • SREAP Updates
- 409 • Spring 2022 Commission Recruitment
- 410 • Hybrid Meetings
- 411 • HRIEC in Person Gathering Update

412

413 **Announcements**

414 Youth Commissioner Xie explained her friend is doing a supply drive as a Senior project. She
415 indicated if there is anyone who has school supplies to donate, she will be happy to bring them to
416 her friend.

417

418 Commissioner Peju explained there will be an event tomorrow called Minnesota Criminal Legal
419 Systems. She noted Roseville Police Departments Deputy Chief Joe Adams will be a featured
420 speaker.

421

422 **Future Agenda Items**

- 423 a. Review of the work plan in preparation of the City Council meeting.
- 424 b. Police Department presentation regarding the policy and practice of the no knock
425 warrant.
- 426 c. Chair and Vice Chair elections.

427

428 **Adjournment**

429

430 Chair Djevi adjourned the meeting at 8:41 p.m.

431

432 Respectfully submitted,

433

434 Sue Osbeck

435 *TimeSaver Off Site Secretarial, Inc.*

City of Roseville HRIEC 2021 Work Plan						
	Essay Contest	Rosefest Parade Engagement	Community Feedback Response	Commission Recruitment	Commission Interviews	Commission Onboarding
Lead	Richard/Beverly	Monica/Etienne/Keith	Grace/Etinne/Beverly	Cat/Beverly		
Goal		Promote inclusivity in our community	Increase community engagement/communication	Increase community participation and diversity of applicants		
JAN			Subgroup to research current state - how does community contact HRIEC currently?	Commission discuss assisting city with spreading the word about open commission seats. Specifically assist with outreach to traditionally underrepresented groups	Cat & Beverly with staff review 2021 interview process and questions, propose revisions.	
FEB		Start theme discussions. May tie into the larger parade them or focus on work of HRIEC. Attend other commission meetings to encourage parade attendance and sign-up.	Subgroup to research what other cities do/ best practices	Beverly develops recommendations and assist with youth commissioner recruitment.	Cat & Beverly with staff bring update and request for feedback.	Cat & Beverly observe 2021 onboarding process for commissions. Review onboarding materials.
MAR		Staff submits application for spot in the parade	Subgroup to come up with proposal for response plan.	Cat & Beverly with staff review commission recruitment process and evaluate 2021 process		
APR	Commissioners submit essay topic suggestions by May meeting	Coordinate with other groups and encourage attendance, may be part of HRIEC parade group.				
MAY	Commission discusses and narrows down topics.	Email commissioners reminders	Subgroup to present plan to commission for discussion.	Cat & Beverly research best practices, develop recommendations for 2022 recruitment cycle.	Cat & Beverly research best practices, develop recommendations for 2022 interviews	Cat & Beverly research best practices, develop recommendations for 2022 onboarding cycle
JUN	Commission selects final topic for essay and sub group is appointed to finalize wording for essay contest	Order t-shirts if needed. Purchase candy.	Commission approves plan.			
JUL	Sub-group submits draft essay topic to commission for discussion/ approval	Parade				
AUG	Final vote by commission on topic wording; contest rules and topic mailed to teachers prior to start of school					
SEP						
OCT	Discuss rubric for scoring					

NOV	Finalize rubric					
DEC						

Other work:

Renaming of Pocahontas Park - HRIEC to monitor and participate in Parks and Rec Commission plans as appropriate. (Kathy Macomber to attend meetings as possible.)

Shoreview Programming (Rebecca/staff)

Work with other commissions (Monica/Etienne) - as needed

City of Roseville HRIEC 2021 Work Plan							
	Essay Contest	Rosefest Parade Engagement	Community Feedback Response	Commission Recruitment	Commission Interviews	Commission Onboarding	Community Outreach
Lead	Richard/Beverly	Monica/Etienne/Keith	Grace/Etinne/Beverly	Cat/Beverly			Monica/Etienne/Keith
Goal		Promote inclusivity in our community	Increase community engagement/ communication	Increase community participation and diversity of applicants			
JAN			Subgroup to research current state - how does community contact HRIEC currently?	Commission discuss assisting city with spreading the word about open commission seats. Specifically assist with outreach to traditionally underrepresented groups	Cat & Beverly with staff review 2021 interview process and questions, propose revisions.		Clarify details for the Community Contact List & ask commission for existing relationships to add or leverage.
	Certificate of involvement from City Discuss gift card depending on # of submissions Post some submissions on website? Consider some honorable merit & interviewed on CTV Use gift cards from local businesses to support them as well	Ensure groups reached out to are apolitical Are 2 spots held each year? Commissioner Djevi volunteered as liaison to parade committee Make a list of communities not typically involved in local government & rotate through those groups each year Rebecca to clarify if 2 spots in addition to HRIEC/Commission spot	Reviewed what commissions and city & city departments are doing Grace will send compiled research. It will be in Feb packet Next month looking at what other cities are doing.	This is part of Strategic Racial Equity Action Plan. Tracking demographics of who are applying & how often & who is interviewed. How many are applying? This is "on hold" for HRIEC work plan as it is being discussed with consultant.	This is "on hold" for HRIEC work plan as it is being discussed with consultant.	Youth commissioner voting Rebecca will provide staff report for Feb meeting Onboarding team - process (make time/commitment to meet&greet) - Richard Before first meeting - talk to new commissioners ahead of time Forward P&R handbook to Richard/Beverly	Ask all of commission for any pre-existing relationships with those who may want to be opinion leader or liaison Rebecca resend google form linkS
FEB		Start theme discussions. May tie into the larger parade them or focus on work of HRIEC. Attend other commission meetings to encourage parade attendance and sign-up.	Subgroup to research what other cities do/ best practices	Beverly develops recommendations and assist with youth commissioner recruitment.		Richard & Beverly observe 2021 onboarding process for commissions. Review onboarding materials.	Begin collecting names, institutions, and businesses. 10 minute brainstorming session at commission meeting.

City of Roseville HRIEC 2021 Work Plan							
	Essay Contest	Rosefest Parade Engagement	Community Feedback Response	Commission Recruitment	Commission Interviews	Commission Onboarding	Community Outreach
Lead	Richard/Beverly	Monica/Etienne/Keith	Grace/Etinne/Beverly	Cat/Beverly			Monica/Etienne/Keith
Goal		Promote inclusivity in our community	Increase community engagement/ communication	Increase community participation and diversity of applicants			
JAN			Subgroup to research current state - how does community contact HRIEC currently?	Commission discuss assisting city with spreading the word about open commission seats. Specifically assist with outreach to traditionally underrepresented groups	Cat & Beverly with staff review 2021 interview process and questions, propose revisions.		Clarify details for the Community Contact List & ask commission for existing relationships to add or leverage.
	Certificate of involvement from City Discuss gift card depending on # of submissions Post some submissions on website? Consider some honorable merit & interviewed on CTV Use gift cards from local businesses to support them as well	Ensure groups reached out to are apolitical Are 2 spots held each year? Commissioner Djevi volunteered as liaison to parade committee Make a list of communities not typically involved in local government & rotate through those groups each year Rebecca to clarify if 2 spots in addition to HRIEC/Commission spot Review proclamations for participation May 1st is deadline for groups to be in place. KOM, Native American group (tie in with Pocahontas park renaming), Grand Marshal idea? Look to confirm group at March meeting	Reviewed what commissions and city & city departments are doing Grace will send compiled research. It will be in Feb packet Next month looking at what other cities are doing.	This is part of Strategic Racial Equity Action Plan. Tracking demographics of who are applying & how often & who is interviewed. How many are applying? This is "on hold" for HRIEC work plan as it is being discussed with consultant.	This is "on hold" for HRIEC work plan as it is being discussed with consultant.	Youth commissioner voting Rebecca will provide staff report for Feb meeting Onboarding team - process (make time/commitment to meet&greet) - Richard Before first meeting - talk to new commissioners ahead of time Forward P&R handbook to Richard/Beverly	Ask all of commission for any pre-existing relationships with those who may want to be opinion leader or liaison Rebecca resend google form links
FEB		Start theme discussions. May tie into the larger parade them or focus on work of HRIEC. Attend other commission meetings to encourage parade attendance and sign-up.	Subgroup to research what other cities do/ best practices	Beverly develops recommendations and assist with youth commissioner recruitment.		Richard & Beverly observe 2021 onboarding process for commissions. Review onboarding materials.	Begin collecting names, institutions, and businesses. 10 minute brainstorming session at commission meeting.

Etienne reached out to Native American group.

Brainstormed ideas with Joanna. Subgroup will bring back suggestions for March meeting. Contest ends March 15. Once we know # of submissions, will be able to refine showcase. Have a summary to discuss

Last year highlighted a proclamation (LGBTQIA) - could this be a criteria? Didn't do the event with the Hispanic group. With renaming Park, could tie that to Native American. Beverly would like young Asian Americans because discrimination is occurring. Decision: Asian American proclamation - (inviting KOM) and Native Americans (Allen & Plan Hispanic Heritage Month for 2022 Theme: COVID vaccine - wearing masks decorated solidarity

Looked into what other cities did. Making progress. Next month can present recommendations

Address application under youth commission item

Send Dept. of Admin link to open meeting law videos to Richard. Will look to get feedback from upcoming commissioners.

Passing this off to Keith. Attach list to each month agenda.

City of Roseville HRIEC 2021 Work Plan							
	Essay Contest	Rosefest Parade Engagement	Community Feedback Response	Commission Recruitment	Commission Interviews	Commission Onboarding	Community Outreach
Lead	Richard/Beverly	Etienne/Keith	Grace/Etienne/Beverly	Strategy Team		Richard/Beverly	Etienne/Keith
JAN	<p>Certificate of involvement from City</p> <p>Discuss gift card depending on # of submissions</p> <p>Post some submissions on website?</p> <p>Consider some honorable merit & interviewed on CTV</p> <p>Use gift cards from local businesses to support them as well</p>	<p>Ensure groups reached out to are apolitical</p> <p>Are 2 spots held each year?</p> <p>Commissioner Djevi volunteered as liaison to parade committee</p> <p>Make a list of communities not typically involved in local government & rotate through those groups each year</p> <p>Rebecca to clarify if 2 spots in addition to HRIEC/Commission spot</p> <p>Review proclamations for participation</p> <p>May 1st is deadline for groups to be in place.</p> <p>KOM, Native American group (tie in with Pocahontas park renaming), Grand Marshal idea?</p> <p>Look to confirm group at March meeting</p>	<p>Reviewed what commissions and city & city departments are doing</p> <p>Grace will send compiled research. It will be in Feb packet</p> <p>Next month looking at what other cities are doing.</p>	<p>This is part of Strategic Racial Equity Action Plan.</p> <p>Tracking demographics of who are applying & how often & who is interviewed. How many are applying?</p> <p>This is "on hold" for HRIEC work plan as it is being discussed with consultant.</p>	<p>This is "on hold" for HRIEC work plan as it is being discussed with consultant.</p>	<p>Youth commissioner voting</p> <p>Rebecca will provide staff report for Feb meeting</p> <p>Onboarding team - process (make time/commitment to meet&greet) - Richard</p> <p>Before first meeting - talk to new commissioners ahead of time</p> <p>Forward P&R handbook to Richard/Beverly</p>	<p>Ask all of commission for any pre-existing relationships with those who may want to be opinion leader or liaison</p> <p>Rebecca resend google form links</p>
FEB		<p>Start theme discussions. May tie into the larger parade them or focus on work of HRIEC. Attend other commission meetings to encourage parade attendance and sign-up.</p>	<p>Subgroup to research what other cities do/ best practices</p>	<p>Beverly develops recommendations and assist with youth commissioner recruitment.</p>		<p>Richard & Beverly observe 2021 onboarding process for commissions. Review onboarding materials.</p>	<p>Begin collecting names, institutions, and businesses. 10 minute brainstorming session at commission meeting.</p>
March	<p>Brainstormed ideas with Joanna.</p> <p>Subgroup will bring back suggestions for March meeting. Contest ends March 15. Once we know # of submissions, will be able to refine showcase. Have a summary to discuss</p>	<p>Etienne reached out to Native American group.</p> <p>Last year highlighted a proclamation (LGBTQIA) - could this be a criteria? Didn't do the event with the Hispanic group. With renaming Park, could tie that to Native American.</p> <p>Beverly would like young Asian Americans because discrimination is occurring.</p> <p>Decision: Asian American proclamation - (inviting KOM) and Native Americans (Allen & Xie work on KOM)</p> <p>Plan Hispanic Heritage Month for 2022</p> <p>Theme: Covid vaccine - wearing masks</p>	<p>Looked into what other cities did. Making progress. Next month can present recommendations</p>	<p>Address application under youth commission item</p>		<p>Send Dept. of Admin link to open meeting law videos to Richard. Will look to get feedback from upcoming commissioners.</p>	<p>Passing this off to Keith. Attach list to each month agenda.</p>

April

Potentially do interviews with CTV, Certificate Blurb in newsletter directing to website Recognition at City Council meeting Richard will contact CTV, Rebecca can reach out to students regarding specific privacy release	Keith reached out to KOM - will get back to him. Etienne reached out to NA community. Reaching out to others in the area. 10 -15 members for KOM Etienne will reach out to other commissions w/ date and what we hope to do.	Wait until April provide email update	Pushing info to students in late May or even early July. Ask Cmsr. Xie to help spread word	Strategy team working on this in a larger capacity	Onboard new commissioners	
--	--	--	---	--	---------------------------	--

City of Roseville HRIEC 2021 Work Plan								
	Essay Contest	Rosefest Parade Engagement	Community Feedback Response	Commission Recruitment	Commission Interviews	Commission Onboarding	Proclamations Support	Community Outreach
Lead	Richard/Beverly/Paul/Laura	Etienne/Keith/Amanda	Grace/Etienne/Beverly/Laura	Strategy Team		Richard/Beverly	Richard/Kathy/Paul/Etienne	Etienne/Keith/Amanda/Peju
Goal		Promote inclusivity in our community	Increase community engagement/communication	Increase community participation and diversity of applicants				Ask all of commission for any pre-existing relationships with those who may want to be opinion leader or liaison Rebecca resend google form linkS
April	Potentially do interviews with CTV, Certificate Blurb in newsletter directing to website Recognition at City Council meeting Richard will contact CTV, Rebecca can reach out to students regarding specific privacy release	Keith reached out to KOM - will get back to him. Etienne reached out to NA community. Reaching out to others in the area. 10 -15 members for KOM Etienne will reach out to other commissions w/ date and what we hope to do.	Wait until April provide email update	Pushing info to students in late May or even early July. Ask Cmsr. Xie to help spread word	Strategy team working on this in a larger capacity	Onboard new commissioners		Begin collecting names, institutions, and businesses. 10 minute brainstorming session at commission meeting.
May	Invited participants to May 3 CC On website In newsletter Presented topics for 2022 Essay contest: Which may work? What other suggestions/ideas? Reactions? (Send to Richard)	Potential for parade being cancelled. As soon as that is known, staff will notify commission	Need to compile info. Come up with list of suggestions/recommendations for full commission.	Send out Strategy Team job description and membership along with aggregate demographics		New members provide feedback on orientation/onboarding materials		Passing this off to Keith. Attach list to each month agenda.
June	Final topic: Following the pandemic, how can you and your fellow students become more involved in helping to improve, reconnect, and unite the Roseville community?: subgroup is working to finalize details for the fall	Subgroup remains the same: may change for 2022 Rosefest Parade	New subgroup has been formed	Staff is working to improve commissioner recruitment through SREAP			A new proclamations subgroup was formed to review commitments to support monthly proclamations	This group needs to identify what engagement looks like for HRIEC with all of the various stakeholders in the city
July	Final topic: Following the pandemic, how can you and your fellow students become more involved in helping to improve, reconnect, and unite the Roseville community?: subgroup is working to finalize details for the fall	On hold	In process	Staff is working to improve commissioner recruitment through SREAP			Ongoing	Ongoing
August	Staff is ramping up to send out essay content to schools and include in city communications	On hold	Ongoing subgroup discussion	Staff is requesting commission assistance in recruiting commissioners for fall 2021			Ongoing subgroup discussion	Ongoing subgroup discussion
September	All Roseville area schools - public, private, and charter - have been contacted via email	On hold	Ongoing subgroup discussion	Staff is requesting commission assistance in recruiting youth commissioner			All commissioners are expected to pick 2 proclamations they'll work to support in 2022	Amanda presented the Community Outreach Plan
October	Staff working through ways to continue communication	On hold	Ongoing subgroup discussion	Staff is requesting commission assistance in recruiting youth commissioner			Commissioners assigned to proclamations to support in 2022	Community Outreach working through 2022 plan
November	Staff working through communication - newsletter, additional emails, website, social media, etc.	ON HOLD	Ongoing subgroup discussion	Staff is requesting commission assistance in recruiting youth commissioner			Native American Heritage Month added to November 2022	Subgroup will report updates at December meeting
December	Staff working through communication - newsletter, additional emails, website, social media, etc.	ON HOLD - Parks and Rec will be working with the committee to hold a couple spots for BIPOC organizational recruitment	This work is on hold indefinitely. Staff will work to ensure community is responded to.	Commission is working through identifying ways to recruit diverse commissioners in 2022			Commission to discuss support to occur for January proclamations	Workgroup will be reporting recommendations for 2022 outreach
Jan-22	admin Essay entries are due end of January; reminders have gone out to building	Workgroup is hoping to prioritize an American Indian group; likely musicians and may include more than 8-9 people	Will be removed from 2022 workplan	Will be removed 2022 workplan		Will be removed from 2022 agenda: HRIEC is recommending buddy system for all city commissions	Comm Relations is working proclamation support for January; Etienne and Keith are developing plan for Black History Month	Workgroup summary attached to agenda; Amanda met with Corey Yunke

Feb-22	Two entries received and forwarded to workgroup; workgroup will reach out to principals/teachers to solicit feedback for future essay contest;	No updates to report	Will be removed from 2022 workplan	Will be removed 2022 workplan		Will be removed from 2022 agenda; HRIEC is recommending buddy system for all city commissions	An article is being developed for February - Black Health and Wellness	No workgroup meeting; Thomas provided commission with Community Visioning idea; will come back with more information as its finalized; Etienne asked commissioners to send ideas to Amanda and David
Mar-22	Essay participants were sent award letters and \$50; subgroup is has included proposed letter to educators in meeting material	Subgroup is working to gather American Indian representatives for parade; meeting notes included in meeting material	Removed from 2022 work plan			Will be removed from 2022 agenda; HRIEC is recommending buddy system for all city commissions	Proclamations support is ongoing with commissioners assigned to assist with each monthly proclamation; staff is proposing HRIEC review language of existing proclamations	Commission has been requested to begin thinking of engagement ideas for Community Visioning process; more information still to come from council direction; Commissioners have also been requested to provide ideas on gathering stakeholder feedback from renters on proposed Tenant Notification ordinance.

City of Roseville HRIEC 2022 Work Plan					
	Essay Contest	Rosefest Parade Engagement	Proclamations Support	Youth Engagement/Outreach	Community Outreach
Lead	Richard/Beverly/Paul/Laura	Etienne/Keith/Amanda	Richard/Kathy/Paul/Etienne	Richard/Laura/David/Beverly/Ilene	Etienne/Keith/Amanda/Peju
Goal		Promote inclusivity in our community			Ask all of commission for any pre-existing relationships with those who may want to be opinion leader or liaison Rebecca resend google form links
April					


ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: APRIL 11, 2022
 Item No.:

Department Approval

City Manager Approval

Item Description: Joint Meeting with the Human Rights, Inclusion and Engagement Commission

BACKGROUND

Each year the City Council meets with various commissions to review activities and accomplishments and to discuss the upcoming year’s work plan and issues that may be considered.

The HRIEC has put together their 2021 accomplishments listed below and a draft work plan for 2022. It should be noted some of the 2021 HRIEC work overlapped with the approved Strategic Racial Equity Action Plan (SREAP) priorities driven by staff. The commission did hold a special meeting in June 2021 to get all commissioners aligned on 2021 work plan items and future priorities.

2021 IN REVIEW:

WORK PLAN PRIORITY	CURRENT/YEAR-END STATUS
ESSAY CONTEST	Two essay contest entries were received and both participants awarded and offered an opportunity to be recognized by council Topic: Following the pandemic, how can you and your fellow students become more involved in helping to improve, reconnect, and unite the Roseville community?
ROSEFEST PARADE ENGAGEMENT	The commission has two parade unit spots on hold and is conducting outreach to get participation from a BIPOC community, current direction is American Indian
COMMUNITY FEEDBACK RESPONSE	Commission has identified a standard process to respond to concerns and feedback from community members including a response as needed from staff in partnership with Chair/Vice Chair; commission will briefly address concern and response in public meeting; citywide community feedback is primarily managed by staff
COMMISSION RECRUITMENT	Commission recruitment work primarily shifted to staff due to SREAP; commissioners were still encouraged to identify ways to spread the work throughout the community and personal

	networks.
COMMISSION INTERVIEWS	Commission recruitment work primarily shifted to staff due to SREAP; commissioners were still encouraged to identify ways to spread the work throughout the community and personal networks.
COMMISSION ONBOARDING	See attached recommendation from HRIEC; Commission is recommending all commissions use a buddy/mentor system for new commissioners during onboarding
PROCLAMATIONS SUPPORT	The commission has assigned individual commissioners to work on ways and create ideas to assist with monthly proclamations; staff is also working to assist with supporting proclamations.
COMMUNITY OUTREACH	Community Outreach has worked through ways in which the commission could/should be directly involved with outreach in the community at events and meeting residents where they are in the community.
CONVERSION THERAPY BAN ORDINANCE RECOMMENDATION	Commission conducted research, engaged stakeholders, and provided a recommendation to council to join other Minnesota cities in banning the practice of conversion therapy on minors and vulnerable adults within the city.
JUST DEEDS RECOMMENDATION	Commission learned of the program Just Deeds, requirements for participation, asked questions, conducted research and provided a formal recommendation to council to approve a resolution joining the Just Deeds program to assist Roseville property owners in offsetting restrictive (racial) covenants on property deeds.

12
13
14
15

PROPOSED 2022 WORK PLAN PRIORITIES:

Essay Contest	The essay contest subgroup would continue to work to gather feedback and direction on essay contest participation from educators, while continue to determine next steps and viability of this contest.
Proclamations	While commissioners have been individually assigned to assist with focusing on specific proclamations throughout the year, the proclamations subgroup is available to support and review existing proclamation language.
RoseFest Parade	RoseFest Parade workgroup would continue to engage and reach out to BIPOC businesses and

	organizations to get them involved in the event.
Community Outreach	This workgroup is intended to identify community outreach opportunities and overall strategy for the commission; provide support to city engagement initiatives; intentionally seek underrepresented voices.
Youth Engagement/Outreach	With the help of youth commission leaders, the commission is identifying opportunities to engage and build relationships with youth in Roseville.

16

17 **FINANCIAL IMPACTS**

18 At this time there are no budget implications. Any future programming or funding requests would be
 19 brought to the City Council for review and approval.

20 **STAFF RECOMMENDATION**

21 Receive update on 2021 accomplishments and on-going commission work. Provide feedback regarding
 22 the proposed 2022 Work Plan.

23 **REQUESTED COUNCIL ACTION**

24 Provide feedback on 2022 Work Plan.

25

Prepared by: Thomas Brooks, Equity and Inclusion Manager

Attachments: A: SREAP Updates and Commission Recruitment Recommendations Presentation Jan 2022.pdf

Dear

One of your students submitted an entry for the 2021-22 Essay Contest developed by the Roseville Human Rights, Inclusion and Engagement Commission on behalf of the City of Roseville. This commission promotes this contest as an opportunity to allow middle school aged students to become more engaged in their community and provide insights into how they feel concerning current topics that are affecting their lives at the present time.

We thank you for what ever part you played in encouraging your students to participate. Because of COVID we understand that there are many challenges placed on you and that delivering a comprehensive educational experience to your students is and has been especially difficult. We know you must extend yourself beyond what has traditionally been expected of a teacher. As a commission, we thank you for what you are doing and the service you provide to your students and our community.

Once again, we appreciate your part in the contest experience and we hope that we can continue to provide a meaningful opportunity for students to participate in the Essay Contest in the future.

Thank you,

Rosefest Rose Parade Mtg

26 February 2022 / 6:30 PM / Zoom Call

ATTENDEES

Don Eubanks, Keith Allen, Etienne Djevi, Amanda Becker

PURPOSE

HRIEC has the opportunity to invite up to two local community groups to participate and represent their specific causes or communities in the upcoming Roseville Rose Parade <http://cityofroseville.com/3644/Rose-Parade>. The Rose Parade sub-committee has reached out to local resident, Don Eubanks, to see if he thinks the Native American Community would be interested in participating, and/or if there are some specific individuals that we should be in touch with to discuss any opportunities of representation.

NOTES

- Don suggested reaching out to Executive Director of MN Indian Affairs Council: **Shannon Geshick** to see if she would make any recommendations or provide some ideas around participation.
- Don also recommended inviting the Missing and Murdered Indigenous Women coalition to participate in the parade because it would likely bring out women from all eleven Minnesota indigenous tribes.
 - We discussed bringing this issue to light in a community parade and agreed that there is really nothing controversial about this issue - and even more so, it is a timely, relevant human rights issue that the HRIEC commission can and should support.

- The group also discussed the importance of educating the community about this matter before, during and after the parade, if we proceed with a formal invitation (ex: some information on city signage)

NEXT STEPS

- Don will reach out to Shannon and see if we can find another time to connect with her as a HRIEC parade sub-committee.
- Etienne will confirm the max number of people we're allowed to invite into the parade and communicate that number to Don before we discuss next steps of reaching out to community members.

FOLLOW UP NOTES: (email from Donald Eubanks, dated: 2.28.2022)

- Don did reach out to Shannon and she made a few additional outreach recommendations:
 - Roseville Indian Parent Group
 - "Returning of the Children" movement (connecting parents with their children who were sent off to boarding school and never seen/heard from again)
 - SIA (St. Paul Indians in Action)
- Don will work on scheduling a FOLLOW-up meeting, hopefully, to include Shannon to discuss after she speaks with the MN Indian Affairs Council

Basic Onboarding Guidelines

Staff Responsibilities

1. Provide Commissioners Handbook to new commissioner
2. Inform new commissioner of “New Commissioner Orientation”

Staff and Chair/CoChair Responsibilities

1. Provide “What is Our Role?” and “What is Hoped as A Commissioner?” handouts to new commissioner
2. Provide a list of current commissioners with contact information
3. Assign a “Buddy” to the new commissioner
4. Provide a copy of the current Work plan to new commissioner
5. Meet (in person or virtually) with new commissioner prior to first commission meeting

Buddy Responsibilities

1. Meet (in person or virtually) with new commissioner prior to first commission meeting
2. Discuss “What is Our Role?” and “What is Hoped as a Commissioner?” handouts
3. Discuss current work plan and encourage new commissioner to select one or two sub groups to work with
4. Topics to discuss with new commissioner
 - Handouts as above
 - How HRIEC meetings work
 - powers/role of HRIEC
 - Review “Open Meeting” rule and implications (what is said in public meetings is public information)
 - Encourage new commissioner to view 1 or 2 previous commission meetings
 - Responding to contacts from public and/or fellow commissioners (do not use “reply all” to fellow commissioners)
 - other topics as needed

What is Hoped of us as Commissioners?

It is highly suggested that we ...

Show up and be seen in the community: participate in community activities and don't be afraid to identify yourself as a member of the HRIEC.

Volunteer extra time as appropriate: volunteer to be a part of the work plan sub groups, attend city council meetings and participate in community events as often as you are able.

Communicate: Talk to members of the community and relay information and insights you gather to fellow commissioners. We all need to understand what our fellow citizens feel about the city.

Be a Roseville booster: This is your community. Being a proud member makes your involvement even better.

Practice HRIEC Public Relations: When you talk to fellow citizens:
Note what topics, questions, misconceptions or feelings they have and relay them to the commission as appropriate.

Get names and contact information if appropriate

Direct people to the city and HRIEC website

Follow up with contacts as appropriate

Refer anything you can't answer to the Commission Chair or staff liaison

We Are Volunteers: As mentioned previously, this is a volunteer position. We all have varying demands on our time. Start somewhere and do what you can.

What is Our Role?

Feeling a little adrift when first starting is typical. We all felt that way at the beginning. Here are some initial considerations to keep in mind as a member of the HRIEC:

We Serve

HRIEC commissioners serve the citizens of Roseville and make recommendations to City Council regarding Human Rights, Inclusion and Engagement issues. There are ten of us, including a Youth Commissioner plus a staff liaison to the city.

We Rely on Others

We rely entirely on each other and staff to accomplish our goals, provide information, explain what we are supposed to know, outline key issues, stay abreast of upcoming matters and report to City Council on a regular basis. We look for feedback from our Roseville citizens.

We Interact With People

Our role is to reflect what is happening in the community, listen and talk to residents and key stakeholders, relay all relevant information to fellow commissioners and staff, and to support fellow commissioners.

We Volunteer

This is a volunteer position. We all have different demands on our time. So, start where you are, use your gifts and talents and do what you can.

We appreciate your energy, commitment and willingness to serve and value your input !

2022 Proclamations

Month	Proclamation	City Council Meeting	Commissioner	Notes
January	MLK Jr. Day		Keith Paul	Looking to incorporate more volunteer opportunities in 2022
January	Human Trafficking Awareness Month		Amanda David	Working with CTV, RPD & other partners on educational event
February	Black History Month		Etienne Keith	Theme “Black Health and Wellness”
March	Women’s History Month		Kathy Paul	Valiant Women of the Vote: Refusing to Be Silenced.
April	Fair Housing Month		Community Development	CC adopted a fair housing policy Nov. 5, 2018. Information on city website: https://www.cityofroseville.com/3048/Fair-Housing
April	Days of Remembrance		Richard Kathy	
May	Asian American and Pacific Island Heritage Month		Peju Beverly	
May	Mental Health Awareness Month		Richard Etienne	NAMI – “You are not alone” campaign
May	Older Americans Month		Amanda Paul	“Communities of Strength” https://acl.gov/oam/2021/older-americans-month-2021
June	LGBTQIA+ Month		Richard Laura	
July	Americans with Disabilities Month		Paul Beverly	
September	Hispanic Heritage Month		Etienne Kathy	September 15- October 15 Hispanics: Be Proud of Your Past, Embrace the Future
September	Constitution Week		David	September 17-23

2022 Proclamations

October	Indigenous People's Day		Peju Laura	October 11
November	Native American Heritage Month			

Youth and School Engagement Ideas – Richard

- Create “listening sessions” for students to hear what negative racial/social issues they experience
- Conduct a written, anonymous survey of the student body regarding human rights/racial issues in the schools/community
- Create problem/suggestion boxes throughout the school for student input and have a group meet periodically to address the issues/suggestions
 - ask HRIEC to set up a table at Freshman orientation or whenever the school’s club “expo” is done
 - Ask HRIEC to make a presentation at a P.T.A. meeting
 - Ask HRIEC to make presentation to district administration meeting
- Ask HRIEC to make presentation to BOE meeting
 - Create an “Equity Seekers” program where students sign a pledge (and receive a business sized card to carry with them) to seek equity in their school and promise to speak up when they see inequality happening around them

Youth Engagement Strategies - Etienne

- Human Rights Essay contest , with possible modifications.
 - #Essays as currently done
 - #Books out of the top 20 essays
 - #Thank you letters to all the participants
- HRIEC participation in the multi-cultural activities already put together by the school.
- Human Rights and Community Engagement Day at the school
- Youth and Voting activities
- Career development activities

Youth Engagement Activities – Amanda

- Offer some engagement opportunities during Roseville student lunch hours (high school students), we could provide catering from Eat for Equity and have a quarterly conversation around contemporary issues/topics specific to the community.
- Offer a "Wake Up" conversation - also quarterly - where we bring a free breakfast into the high schools and offer up a free opportunity to discuss contemporary issues - or perhaps invite local speakers from different groups in the community.

- "In Real Life" style video program (that NineNorth could play - monthly?) - a dinner-style conversation where we bring 5 youth together - from different groups/backgrounds and discuss a contemporary issue. Maybe even include an elder in the community that they could ask questions to - or provide a different perspective.

**Roseville Human Rights, Inclusion and Engagement
Commission**

Agenda Item

DATE: March 16, 2022

ITEM: 8.A.

ITEM DESCRIPTION: Staff Updates

Background

Staff will provide updates on the following:

- **SREAP Updates**
- **Community Visioning**
- **Proposed Tenant Notification Ordinance**
- **Joint Council/HRIEC Meeting on April 11, 2022**
- **Spring 2022 Commission Recruitment – Adult & Youth (ongoing for other commissions)**
- **Hybrid Meetings – Public Health Pandemic Declaration update**
- **HRIEC In Person Gathering Update – on hold**