

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **January 19, 2022**
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 **Commissioners Present:** Keith Allen, Amanda Becker, Etienne Djevi, Richard James, David
11 Sindiga, Kathryn Macomber, Laura Palmquist and Adepeju Solarin
12 (Peju).
13

14 **Youth Commissioners:** Ilene Park
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16 **Commissioners Absent:** Paul Haas, Beverly Yiling Xie (excused)
17

18 **Staff Present:** Thomas Brooks, Equity and Inclusion Manager
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20 **Call to Order/Roll Call**
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22 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to
23 order at 6:30 p.m.
24

25 **Approve Agenda**
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27 Commissioner Macomber moved and Commissioner Sindiga seconded a motion to approve the
28 Agenda as presented. Motion passed unanimously.
29

30 **Public Comment on Items Not on Agenda**

31 Kathy Ramundt, Do Good Roseville, explained she reached out to the School Superintendent to
32 see if there was anything they could do for the teachers because of all of the stress and was told it
33 would be helpful for the teachers and staff to know that people appreciate what they are doing.
34 Do Good Roseville actually has three methods that were created in order to communicate with
35 teachers. Do Good Roseville is asking people to either send an email to a specific email address
36 Rosevilleschoolsthankyou@gmail.com. A note can also be sent to her at Do Good Roseville,
37 1161 Laurie Road West, Roseville. If a note is sent to her she will make sure those are submitted.
38 Do Good Roseville also has a new Facebook page "Roseville Schools Thank You" where
39 messages can be posted as well as a post on NextDoor where a message can be placed under
40 Thank You to Roseville Teachers and Staff. She hoped that as many people as can will make
41 comments and thank the teachers and staff for all they are doing during this time. She explained
42 regarding the Proclamation on Human Trafficking, last year during the Pandemic Do Good
43 Roseville started to do a lot of collections to give to charities. This week Carrie Gelle, a
44 Roseville resident reached out to her and wanted to do something for one of the organizations
45 called "Breaking Free", an organization that helps women escape sex trafficking. She asked Do
46 Good Roseville to start a collection. Starting Sunday January 23-February 6 they will be doing a

47 collection with the red bin at the end of her driveway for Breaking Free. This event is to collect
48 warm winter clothing, hand warmers, gloves and mittens, hats, winter underlayers, socks and
49 boots. This will also be on the Do-Good Roseville site.

50

51 Chair Djevi thanks Kathy Ramundt for coming to the meeting and for doing all of these great
52 things for the community. He wondered if there could be other drop-offs for the items as well.

53

54 Ms. Kathy Ramundt indicated it would be great if the City wanted to receive items as well. She
55 was also thinking about getting churches involved as well.

56

57 Chair Djevi thought that is a really good way of supporting the Proclamation and education
58 piece.

59

60 Commissioner Peju thought the donations are manageable and efficient because the red bin is at
61 her house. She presumed Kathy Ramundt is coming to the meeting to see how the Commission
62 can concretely partner with what is happening.

63

64 Kathy Ramundt indicated Ms. Gelle reached out to her telling her to talk to the Human Rights
65 Commission because it is Human Trafficking Month which is how she made the connection to
66 Commission Becker. She thought she would come to the meeting to announce what Do Good
67 Roseville is doing and show an example of what could be a public/private partnership.

68

69 Commissioner Peju explained more often than not Do Good Roseville comes up in discussion
70 and for her that is something the Commission wants to do. When it comes to the specific suggest
71 Chair Djevi brought up, maybe other places, she wondered if Kathy Ramundt wanted the
72 Commission to figure out the places such as the library and target or Dave's Auto.

73

74 Kathy Ramundt thought this is more brainstorming for things that could be done in the future.

75

76 Chair Djevi thought if there are Commissioners wanting to connect to help out the
77 Commissioners could contact Kathy Ramundt and maybe make a plan.

78

79 Youth Commissioner Park thought it was great that Do Good Roseville is wanting to show so
80 much support toward the teachers because currently the students and teachers are doing distance
81 learning and she has had a lot of the teachers speak to the class about how difficult it has been for
82 them and how much they are struggling through distance learning and how it has been a
83 challenge for them.

84

85 **Commission Response to Community Issues**

86 Chair Djevi thought the only issue received was from Ms. Gelle and he believed the issue was
87 resolved. He asked if there were any other issues any Commissioner wanted to bring up.

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89 There were no responses from the Commission.

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91 **Approve Minutes**

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a. December 15, 2021 Human Rights, Inclusion and Engagement Commission

Commissioner Macomber indicated she sent some minor typos to Mr. Brooks who made the changes.

Commissioner Macomber moved and Commissioner Sindiga seconded a motion to approve the December 15, 2021 Human Rights, Inclusion and Engagement Commission meeting minutes as amended. Motion passed unanimously.

Youth Commissioner Report

Youth Commissioner Park reported she met with Dr. Lake for an interview for the newspaper. There was a brief discussion regarding having a meeting in the future for the Student Advisory Council to start planning and talking about ways to connect the Commission to the school. She noted there has been no date set.

Chair Djevi indicated the Youth Engagement Strategy agenda item has been moved to next month due to a full agenda this month.

New Business

- a. Discussion and Introduction with Corey Yunke, Community Relations Manager**
Equity and Inclusion Manager Brooks introduced Community Relations Manager Corey Yunke who introduced himself and updated the Commission on City communications.

Mr. Tim Hunt, Community Relations Specialist for Roseville Police Department was also at the meeting and introduced himself.

Chair Djevi thanked Mr. Yunke and Mr. Hunt for coming to the meeting. He asked in the two different roles, what did they see maybe a way the HRIEC could be helpful.

Mr. Hunt explained one of the big conversations he had with staff in interviewing for this role was relationships and trying to open up those avenues to invite some of those conversations that the Police have not been privy to. That is what he will rely on the HRIEC for. It is helping lead him to those places where those conversations can be made. One of the things he is passionate about is closing distance and he knows that is also a big thing with the HRIEC as well. He thought where he will need the HRIEC help is with having conversations and creating those spaces to lend an invite to him because he is always willing to listen and learn and not too proud to be wrong. He thought he could offer a perspective that is unique to the HRIEC with being a Police Officer and a POC. He also has a good perspective to offer with his educational background.

136 Mr. Yunke explained in this new role, he is looking at the City and some of the things
137 they are working on he would like to continue with such as the proclamations. With
138 the proclamations he wants to go beyond just proclaiming in a City Council meeting
139 and having some action behind it. They are trying to put the best message out to the
140 community. He would love to lean on the HRIEC and have a relationship where they
141 feel comfortable leaning on each other to make sure they are hitting the point and
142 make sure that they are not unintentionally offending someone. He thought
143 collaborating and being able to quickly bounce ideas off of each other with an open
144 and honest conversation is wonderful and what he is looking forward to.

145
146 Chair Djevi asked if there were any questions of the Commission.

147
148 Commissioner Allen welcomed Mr. Yunke and Mr. Hunt to the City and their
149 positions. He was looking forward to the opportunities to connect.

150
151 Commissioner Becker indicated she is excited about the partnership collaboration and
152 she welcomed them both to the City.

153
154 Commissioner James welcomed Mr. Yunke and Mr. Hunt to the City and felt this was
155 one way the City is trying to do the right thing for the community. He asked Mr.
156 Yunke if he was responsible for getting City information into the newsletter.

157
158 Mr. Yunke indicated he was.

159
160 Commissioner James asked what the most efficient way was of getting information to
161 him to get it into the newsletter.

162
163 Mr. Yunke explained depending on what the story is to feel free to email him but if it
164 is something a Commissioner just wants to jet about, an idea, before it gets too far or
165 too invested, to reach out to him and call.

166
167 Commissioner James hoped Mr. Yunke will be taking a look at the City website to
168 make it more user friendly because he gets lost in it and ends up not using it.

169
170 Mr. Yunke explained a lot of this has to do with the way finding, there is a lot to it.
171 One thing is that they were approved for a website redesign so that will change a little
172 of the look. It will come down to a lot of effort of streamlining processes.

173
174 Commissioner James indicated he is the lead Commissioner on the proclamations and
175 one of the things they are looking to moving forward is being able to link different
176 organizations and resources for people to go to for that particular proclamation. He
177 would like to discuss how to find a way to get that done and easy for people to find
178 and use.

179

180 Mr. Yunke welcomed that and thought that pushes the effort behind the
181 proclamations and maximizes what they are looking for.

182
183 Commissioner James explained the Police Department used to issue monthly statistic
184 reports and he asked Mr. Hunt if this was still available.

185
186 Mr. Hunt explained with the transition of Mr. Yunke out of that role and the role
187 being vacant for a little bit, there has been a little bit of gap in time but a priority of
188 the Chief and that responsibility will fall on him. That is something he knows the
189 residents care about and want to see so is something that will be starting back up in
190 the next month or two.

191
192 Mr. Brooks indicated regarding the newsletter, as the Commission is thinking about
193 things to put into the newsletter, whether related to the proclamations or any of the
194 other work being done, remember that the Commission needs to think pretty far ahead
195 on those ideas.

196
197 Commissioner Macomber welcomed Mr. Yunke and Mr. Hunt. She indicated she
198 reviewed the notes that Commissioner Becker made for the Community Outreach
199 Subcommittee and she saw t-shirts for Commission Member to wear out in public and
200 she knew there was at least one event this past summer that she attended where the
201 Commission did not have anything identifiable as the Commission to hand out and
202 the things they did have were kind of wordy documents and were not easy to read.
203 She was open to any suggestions or ideas that could be used for the events and help
204 the Commission work on easy to read and understand description of the Commission
205 and how to get in touch with them.

206
207 Commissioner Palmquist welcomed Mr. Yunke and Mr. Hunt to their roles with the
208 City.

209
210 Youth Commissioner Park thanked Mr. Yunke and Mr. Hunt for introducing
211 themselves. She thought it will be very interesting to see the perspectives and the
212 information that will come forward.

213
214 Commissioner Sindiga welcomed Mr. Hunt and was looking forward to meeting him
215 in person. He indicated Mr. Yunke needed to still give him a tour of the City. He
216 congratulated him on his new job. He asked since Mr. Yunke has been in the City for
217 a while, what is one thing he did not know that has become a wow to him since
218 moving to a new role.

219
220 Mr. Yunke explained he knew the former employees that were in similar positions
221 and they were by no means lazy. There is nothing negative to say about them. There
222 is a lot to the position and information coming in and out to decipher. As he was a
223 user of such services and worked with them to advocate for the Police Department
224 and to get their voice in there and work on products, there is a lot coming in and out

225 and not trying to be the gatekeeper but they have to kind of weigh all of the
226 information coming in from all of the departments and timing with it. That is one
227 thing he underestimated, was just how much there is and he did not think they have
228 opened the faucets up completely yet and he felt that the departments are still holding
229 back and giving them some grace to build up their capacity and going over ideas as
230 well as meeting with departments individually.

231
232 Commissioner Peju also welcomed Mr. Yunke and Mr. Hunt. She thought if Mr.
233 Yunke underestimated something than she needed to pause and reflect. She thought
234 the Community Relations position needed more than one person but there is still only
235 one person. She knew that the people in Roseville are very engaged. She thought the
236 website needed improvement and was so glad there is going to be a revamp of it.

237
238 Mr. Brooks explained regarding the engagement material, he checked in on that a few
239 weeks ago and it is still on the list. Because of how engaged the Police Department is
240 and is trying to be, they got first priority on that but the materials are coming soon.

241
242 Chair Djevi asked Mr. Hunt regarding community and police relationships, especially
243 communities of color that are afraid around police in general. His hope is that as Mr.
244 Hunt settles into this role and with his background as being an ex-police officer, his
245 hope is that they find new, maybe modified ways to decide to be comfortable around
246 one another. That has been his hope for the last several years and in his opinion will
247 be helpful to the community and the Police Department.

248
249 Mr. Hunt explained that is one of the top priorities. As this role is being redefined,
250 they are obviously aware of the expectations that the residents, not on Roseville but
251 the world have kind of upped the stakes in terms of communication and relations of
252 Police Departments. He thought one of the reasons why they brought him into this
253 role in Roseville is because of his previous experience of those historical relationships
254 not being the best between folks of color and law enforcement officers. That is a
255 priority of his and one of the ways that he is going to seek the HRIEC help is leading
256 him to places and conversations and spaces where those conversations and
257 relationships are needed because he is new to the City.

258
259 Chair Djevi thanked Mr. Yunke and Mr. Hunt for coming to the meeting to answer
260 questions and discuss items with them.

261
262 **b. Work Plan Updates and Discussion**

263 Chair Djevi provided a recap of updates made to the Work Plan to date.

264
265 Commissioner James indicated he did not have any updates on the Essays. He
266 indicated he will contact the subgroup and Mr. Brooks but at this time they are
267 waiting for essays to come in.

268

269 Mr. Brooks indicated he did a second round of contacting all of the building
270 principals. He has not received any essays yet and has not received a ton of feedback
271 from any of the schools. He will continue to monitor that to see what comes in the
272 next couple of weeks.

273
274 Commissioner Peju wondered if the Commission was able to pivot into something
275 that might be more supportive and encouraging as opposed to one more thing that the
276 schools have to do. She wondered if this might be the most useful, supportive and
277 encouraging time to be asking about essay contests. She also wondered if the
278 Commission wanted to come up with a contingency plan.

279
280 Mr. Brooks indicated the one thing he thought was a good idea was after completing
281 these types of projects to go back and do an evaluation to see if it is something that
282 should continue. He explained the essay contest is already out there and less than two
283 weeks from the due date. There may be some students that submit entries for this so
284 he would hesitate to put this on hold this year and can always evaluate for next year.

285
286 Chair Djevi agreed.

287
288 Commissioner James concurred. He thought the subgroup is prepared to be flexible
289 with what happens.

290
291 Commissioner Peju wanted to make sure there was a contingency plan in place and
292 thanked Chair Djevi for his comments.

293
294 Commissioner Allen updated the Commission on the Rosefest Parade. He indicated
295 the subgroup met and their plan is that they want to have a group walk, march or
296 participate or entertain in the parade. The questions or concerns the committee had
297 was that they knew there were some regulations about how many people they can
298 have but they would want to reach out to a cultural organization to have them perform
299 in the parade might have them look like the marching bands based on how they want
300 to perform so the committee will push that rule on that limit.

301
302 Chair Djevi indicated Commission Becker has joined this subgroup.

303
304 Commissioner Becker agreed with Commissioner Allen's request. She would like to
305 focus on the greatest impact the Commission can have on the parade and in
306 conjunction with the group that they represent to have the HRIEC appropriately
307 represented so they can continue to build that awareness. She thought there will be
308 some fine tuning up until the parade but she thought wanting to start out with no real
309 limitations would be helpful because they understand it is a small parade.

310
311 Chair Djevi indicated another thing that was discussed in the subgroup was the
312 HRIEC for the diversity group walking have two slots. One should be Indigenous
313 person and the other the HRIEC.

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Commissioner Peju wondered if the second slot could be focused on the Human Trafficking proclamation.

Chair Djevi indicated he did not have a comment for that and the next time the subgroup meets they will be talking about the rotation of communities they want to reach out to for submittal to the HRIEC for approval before they move ahead.

Commissioner Sindiga wondered why all the communities in Roseville be invited to be in the parade if available.

Chair Djevi explained the idea behind having diversity groups is there are people who live in the City who do not typically participate in the parade. It is not something they do traditionally and the HRIEC for several years have made that the case that being inviting to communities that do not typically participate, especially communities that the City Government has for a long time wished to reach out to, if they could have an open-door policy in inviting them to participate in the parade, which could be one way of getting them more engaged in the process. If there are just two slots to get people in the parade then how does the HRIEC make sure everyone is represented. That is where the rotation idea came from. For now, the HRIEC wants to make sure it is inclusive to as many communities in Roseville as possible.

Commissioner James indicated he did not have anything to report on the Proclamation Support at this time.

Commissioner Macomber updated the Commission on the March Proclamation. She indicated they have moved forward a little bit with this and the League of Women Voters has an upcoming presentation on March 15th with Professor Williams of St. Thomas who is going to talk about suffrage and voter suppression from reconstruction to present. This is a partnership between the League of Women Voters and Roseville Library. She indicated she has talked to Mr. Yonke about this a little bit and thought they can amplify and promote the zoom presentation, which is open to the public, and is a great fit for the Commission.

Chair Djevi thanked Commissioner Macomber for the update and getting ahead of the game by working on March early.

Mr. Brooks reviewed the monthly proclamations and indicated which Commissioners were working on them.

Chair Djevi updated the Commission on the Human Trafficking and Martin Luther King Day Proclamations. He also discussed the Black History Month Proclamation and with the proclamation he thought the Commission could highlight black health.

358 Commissioner James reminded everyone to make sure the proclamations are worked
359 on a few months in advance in order to get everything planned and in the newsletter
360 on time.

361
362 Chair Djevi explained with stuff needing to be in the City news two month in advance
363 the Commissioners working on March and April proclamations should work on them
364 now for submission and the Commissioners working on May and June start working
365 on them next month for submission in April to the City news.

366
367 Commissioner Sindiga thanked Chair Djevi for sending him the video mentioned
368 earlier. It was absolutely wonderful and fantastic. He thanked the Commissioners
369 who were present and felt bad he was not able to be a part of that.

370
371 Chair Djevi recognized what Dr. King has stood up for. He thought there was more to
372 be remembered about Dr. King. He stood up for voting rights and other things that the
373 HRIEC has been trying to accomplish over the last two years with the City. He
374 thought it was a time for them to remember why they were here.

375
376 Commissioner Becker updated the Commission on Community Outreach. She
377 explained the subcommittee is prioritizing identity and branding the HRIEC. She
378 thought this was the perfect time with Mr. Yonke and his team being new to get on
379 the same path as they are. It is also important to build a team with the Community
380 Engagement staff.

381
382 Commissioner Peju wondered if they could have a contingency plan if the HRIEC
383 does not get T-shirts, fliers, lanyards or other materials by Spring. She wondered if
384 the Commission is allowed to have flexibility for that or get white shirts with buttons
385 until the official branded items are available.

386
387 Mr. Brooks indicated there is flexibility with that. He noted the deadline he gave to
388 the Community Relations Department was Spring so the materials are coming.

389
390 Commissioner James thought that if the Commission gets back to doing anything
391 with the display cases, the Internal Graphic Designer, Ian can help with giving ideas
392 and move things forward.

393

394 **c. Consideration of Commission Onboarding Recommendation**

395 Commissioner James updated the City Council response to the Commission
396 Onboarding recommendation with the Commission.

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398 Macomber moved, Solarin seconded a motion to move the Onboarding Guidelines
399 forward to the City Council. Motion passed unanimously.

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401 Commissioner Peju thanked Commissioner James and the subgroup for working on
402 this item and getting it moved forward to the City Council.

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Chair Djevi concurred.

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Commissioner James indicated the plan was to take this off of the work plan for next year.

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Chair Djevi agreed.

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Other New Business or Reports

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a. Staff Updates

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Equity and Inclusion Manager Brooks reported on the following:

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- SREAP updates – Council presentation in January

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- Spring 2022 Commission Recruitment – Adult & Youth

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- Hybrid Meetings

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- HRIEC in person gathering update

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- New Staff – Tim Hunt, Community Relations Specialist, Police & Social Worker

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Announcements

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Chair Djevi thanked Mr. Brooks for the presentation on Monday and did a great job of getting data driven things before the Council. The one thing that was important to him personally was how just one small part of Roseville is represented on different commissions and was really eye opening and that people of low income are not necessarily a part of the conversation. He hoped moving forward that the HRIEC can work with staff to find ways to show the value that having people who do not perhaps make a lot of money, having them at the table is important because the Commission cannot speak for people that they are not.

429

430

Commissioner Peju supported everything Chair Djevi said. She thought in conversations with other Commission members there has been talk about if they should explore there being a stipend for people who come from underserved communities. She thought the key thing of being here is the work and the time where a person working multiple jobs may not be able to handle or do not have the bandwidth or capacity however that should not stop them from being heard.

435

436

Commissioner Sindiga thought the presentation at the Council meeting was wonderful. There was a mixed response from Council and one Councilmember, which surprised him, stating when the idea of having stipends for Commissioners indicating that there were quite a few Commissioners and perhaps the City needed to reduce the numbers kind of scared him. They need to have everyone represented and not reduce the numbers because of stipends. That is another thing that needs to be figured out. He thought there needed to be more Commissioners to represent all communities. He thought that as Commissioners they could do a little more to reach out to the community. He thought the City was on the right track and most of the comments were positive.

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Commissioner James thought there was so much information presented at the City Council meeting. He thought hiring Mr. Brooks was the right decision and a huge step. He understood all

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448 of the information that has been put together and Mr. Brooks is doing a great job and he
449 appreciates it.

450

451 Chair Djevi thought there is a gap between what the Commission says it wants to do and what is
452 happening which is a certain demographic of people is not being represented. He would like for
453 the Commission to try to figure out how to overcome the gap and get more representation on the
454 Commissions for discussion at a future meeting.

455

456 **Future Agenda Items**

457 **a.** How to overcome the representation gap on Commissions

458 **b.** Discussing the Youth Engagement Strategies

459 **c.** Discuss presentation March City Council meeting

460 **d.** Solidify 2022 Work Plan

461

462 **Adjournment**

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464 Solarin moved, Macomber seconded a motion to adjourn.

465

466 Chair Djevi adjourned the meeting at 8:45 p.m.

467

468 Respectfully submitted,

469

470 Sue Osbeck

471 *TimeSaver Off Site Secretarial, Inc.*