

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **February 16, 2022**
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5
6 **Commissioners Present:** Amanda Becker, Etienne Djevi, Paul Haas, Richard James, David
7 Sindiga, Kathryn Macomber, Laura Palmquist and Adepeju Solarin
8 (Peju).
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10 **Youth Commissioners:** Beverly Yiling Xie and Ilene Park
11

12 **Commissioners Absent:** Keith Allen (excused)
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14 **Staff Present:** Thomas Brooks, Equity and Inclusion Manager
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16 **Call to Order/Roll Call**
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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 it,
83 the police and police policies are a pyramid where the decision goes through the City Manager as
84 their overseer and then to the City Council. He indicated that was his understanding of this but he
85 may be wrong. He stated it is not up to the Commission to change the policy but he thought the
86 question was what the Commission can do to suggest a change in policy, if the Commission feels
87 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 seemed to him that it is starting to catch fire, usually it starts in the South, he knew there was a
183 bill being written up, he thought it was in Florida, to ban using the words LGBTQ+ and
184 Transgender in schools and he wondered if there was something like that in Roseville.
185

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

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

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

203 **New Business**

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

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

218
219 Chair Djevi explained when he saw there were only two entries he thought the same
220 because the subgroup and whole Commission has put a lot of work into getting the
221 question and forming it as well as getting the information to the teachers and students.
222 He liked the idea of maybe approaching the teachers and figure out why. His
223 assumption has been it is because of the pandemic but that is just an assumption. He
224 thought the Commission should find a way to reach out to the teachers to find out
225 what could be the reason and if it could be corrected for next year otherwise he would
226 suggest tabling the essay for the time being and doing something else.

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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 feeling 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.

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

276

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

279

280 The Commission was in consensus.

281

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

284

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

287

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

306

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

314

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

317
318 Commissioner Becker directed the Commission to send their information and ideas to
319 her.

320
321 Chair Djevi reviewed the proclamation item in the work plan. He noted February is
322 Black History Month and the subgroup have been working on the theme of Black
323 Health and Wellness Issues.

324
325 Commissioner Macomber explained March is Women and Suffrage Proclamation.
326 She reviewed the proclamation information with the Commission and noted on March
327 15th the Library and the League of Women Voters are having a presentation at 7:00
328 p.m.

329
330 Mr. Brooks indicated April is Fair Housing Month. He indicated the Community
331 Development Department should be working on something and if not, there are a
332 number of things that can be highlighted throughout the City that month.

333
334 Mr. Brooks reviewed the flyer for Commission openings in the City. He asked the
335 Commission to spread the word and send the flyer out to the different communities in
336 order to get more diversity on the Commissions.

337
338 **Other New Business or Reports**

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

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

343
344 Commissioner James reviewed with the Commission some of the ideas he had. He
345 indicated creating a “listening session” for students to hear what negative racial/social
346 issues the students experience as well as to conduct a written, anonymous survey of
347 the student body regarding human rights/racial issues in the schools/community. He
348 also suggested creating a problem/suggestion box throughout the school for student
349 input and have a group meet periodically to address the issues/suggestions and also to
350 have the HRIEC make a presentation to BOE meeting.

351
352 Chair Djevi also suggested the HRIEC participate in the multi-cultural activities
353 already put together by the school along with a Human Rights and Community
354 Engagement Day at the school. He also thought the Commission could be involved in
355 youth and voting activities and career development activities. He also reviewed some
356 modifications that could be made to the Essay Contest.

357
358 Commissioner Becker suggested offering some engagement opportunities during
359 Roseville student lunch hours and offer a “Wake-Up” conversation quarterly where
360 the Commission bring a free breakfast to the high schools and offer up a free
361 opportunity to discuss contemporary issues or invite local speakers from different

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

367
368 Chair Djevi proposed the Commission have a new subgroup to finalize these ideas
369 into actual things the HRIEC could do and then bring them back to the Commission
370 for discussion and finalization.

371
372 Youth Commissioner Park liked the idea of these but thought two of them might be
373 unrealistic considering the situation of their time. She loved Commissioner Becker’s
374 ideas however, the lunchtime idea, the only issue is the lunches are only thirty
375 minutes maximum, not including transition from class to lunch. She also thought
376 because this is an open, public place, most students will feel intimidated to have these
377 types of conversations in front of such a large and noisy room. She would recommend
378 holding these conversations to another time in a specific time to allow for a full thirty
379 minutes of discussion so students do not feel intimidated. She also indicated in regard
380 to a student survey, while the survey is a very good idea in theory, what has happened
381 before, after George Floyds murder many students and teachers tried to create
382 multiple surveys and Google Forms where students were encouraged to talk about
383 issues had in the school and while many students did take that seriously, there were
384 many immature responses and the survey ended up not providing good results.

385
386 Commissioner James volunteered to be a member of the subgroup.

387
388 Commissioner Palmquist indicated she could lead the subgroup.

389
390 Commissioner Sindiga also volunteered for the subgroup.

391
392 Chair Djevi thought it would be a good idea for the Youth Commissioners to be
393 involved in the subgroup as well.

394
395 Youth Commissioners Park and Xie indicated they could be a part of the subgroup as
396 well.

397
398 **b. Staff Updates Report**

399 Equity and Inclusion Manager Brooks reported on the following:

- 400 • 2022 Workgroup plan
 - 401 ○ Essay Contest Subgroup
 - 402 ○ Rosefest Parade
 - 403 ○ Proclamations
 - 404 ○ Community Outreach/Community Visioning
 - 405 ○ Youth and School Engagement
- 406 • Joint HRIEC meeting with City Council in April

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

411

412 **Announcements**

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

416

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

420

421 **Future Agenda Items**

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

426

427 **Adjournment**

428

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

430

431 Respectfully submitted,

432

433 Sue Osbeck

434 *TimeSaver Off Site Secretarial, Inc.*