

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **March 16, 2022**
4

5
6 **Commissioners Present:** Keith Allen, Amanda Becker, Etienne Djevi, Paul Haas, Richard
7 James, David Sindiga, Kathryn Macomber, and Adepeju Solarin
8 (Peju).
9

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

12 **Commissioners Absent:** Laura Palmquist (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 Macomber moved and Commissioner Sindiga seconded a motion to approve the
24 Agenda as presented. Motion passed unanimously.
25

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

28 **Commission Response to Community Issues**
29

30 **Approve Minutes**
31

32 **a. February 16, 2022 Human Rights, Inclusion and Engagement Commission**

33 Youth Commissioner Xie addressed a minor correction to the minutes. She noted in her
34 comments on lines 45-46, she found the information she cited on an activist Instagram page.
35

36 Commissioner Sindiga moved and Commissioner Macomber seconded a motion to approve the
37 February 16, 2022 Human Rights, Inclusion and Engagement Commission meeting minutes as
38 presented. Motion passed unanimously.
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40 **Youth Commissioner Report**

41 Youth Commissioner Park reported there is not much to report due to the school being on Spring
42 Break. She noted a meeting that she had with Youth Commissioner Xie and Commissioner
43 Palmquist and Commissioner Sindiga regarding action that can be taken with the school and
44 recruiting younger members from the school.
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46 Youth Commissioner Xie indicated a lot of ideas were brought out during the meeting.

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New Business

a. Joint HRIEC and Police Department Discussion on No Knock Search Warrants

Chair Djevi introduced Tim Hunt who made a presented a summary on the No Knock Search Warrants and what the Police Department has been discussing regarding the City’s strategy on this.

Commissioner Becker indicated she sent Mr. Hunt an email earlier in the week and she felt that as a community member it was really valuable to receive the RPD “Review In Two” video that was sent as a part of the communications and the Police Department. She thought it was the citizens obligation to stay engaged and aware and read material provided to them and get access to things and sign up so whatever the City and Commission can do for community outreach efforts to continue to have an ongoing list of these resources that are extremely valuable. She thought the communication is a huge part of what the City is doing to help and communicate to the resident’s information. She thanked Mr. Hunt for that resource and the transparency and information because she thought just having that understanding of activity that is happening in the community can at least let people know how much they want to further engage.

Commissioner James indicated he was disappointed that there was no one at the meeting to discuss this item with the Commission. He indicated that was a part of what the Commission had asked for. He asked Mr. Hunt to find out who the Commission can get to come to the meeting to discuss this policy further with them.

Mr. Hunt explained the Roseville Police Department currently has an advisory committee on issues like this and that would be the MAC. He extended an invitation to the Commission in regard to having those conversations. He did not dismiss the fact that the Commission wants to have conversations, however, his question would be, does the Commission think that they have the capacity to talk about such a complex issue in the limited time the Commission has to meet. Things like search warrants and such complex policies, just the reality of it, takes a long time to really discuss. The question would be if the Commission truly had the capacity to talk about such a nuanced issue in such a compressed space. He indicated he was sorry for the disappointment but he thought he has been forthcoming in all of his communications with the Commission and he wanted to be transparent in making a proactive effort into giving the Commission information. He hoped this was not seen as deflection on his part.

Commissioner James explained personally he would not be looking for an in-depth explanation but he has zero idea about what policies are in the City. He indicated it would be helpful to him to have a brief outline of what the policies are. He would at least hope to know what those are because he does not know. From his perspective, he thought it would be helpful if he knew what the broad stroke outlines were of this

92 policy around No Knock Warrants so the Commission could decide if there needed to
93 be a broader discussion on the subject. Right now he cannot decide if the policy needs
94 further discussion or not.

95
96 Mr. Hunt explained the Roseville Police Department’s policy has been on the
97 forefront of the website prior to his arrival. If Commissioner James is interested in the
98 breath of the policies, they have been made available publicly on the Police
99 Department website. He indicated the policy that the Roseville Police Department
100 abides by is on the website and available to the public.

101
102 Commissioner James indicated that did not answer his question and he did not want
103 to enter into a debate with Mr. Hunt.

104
105 Chair Djevi indicated his hope going forward is that the Roseville Police Department
106 knows that the HRIEC has an open door for the Police Department to perhaps bring
107 things that the public should know on any given policy so that on top of the website
108 and on top of social media, the people who watch this, this could be a channel for
109 people to learn things that they otherwise would not know. That is the way he viewed
110 this relationship going forward and he did not think that anyone here is trying to hide
111 anything. He indicated if there is a wish to have an in-depth discussion on this, does
112 the Commission think it would have much more time because he wants to make sure
113 that if there is to be more discussion on this that there is enough time to go in depth,
114 not just superficial things. He thought if the website and social media posts enough
115 information that the Commission does not need to go beyond any more discussion.

116
117 Commissioner Macomber thanked Mr. Hunt for inviting the Commission to the MAC
118 meeting where there was a deep discussion about the Roseville policies and how No-
119 Knock warrants are evaluated and the processes and priorities that are considered in
120 executing the warrants. She indicated she was sorry that more of the Commission
121 members were not able to attend. She also understood the MAC oversight and City
122 Council overseeing the Police Department and while the HRIEC does have an interest
123 in the public perception of the Police Department, close oversight of the Police
124 Department really is not a big part of the HRIEC’s scope of work. For herself, she has
125 confidence that the MAC does a good job and she appreciated the members of the
126 MAC on this commission who can then help the rest of the Commissioners
127 understand. She thought that the level of transparency that Mr. Hunt is talking about
128 is sufficient for her.

129
130 Mr. Hunt thanked Commissioner Macomber for her explanation and thought that was
131 at the heart of what he was trying to get at. He indicated he has been here for 2.5
132 months and have had many discussion with the Commissioners and knows all the
133 Commissioners care deeply about the City, which he can appreciate. There is a lot of
134 discussion and committee setup and the MAC assists with looking at policy’s and
135 having the long conversations about things that concern the City’s citizens. He

136 explained he will always extend the invitation to all of the Commissioners to have
137 those conversations and talk about these things.

138
139 Commissioner Peju wondered if it was possible for the Commission to know the
140 information about the demographics of where the No Knock warrants are being
141 executed and also what kind of warrants are being done within the City and are they
142 having a disproportionate effect. She would be grateful to have more knowledge
143 about that.

144
145 Mr. Hunt explained as long as something is not under investigation, to his knowledge,
146 is public record. He thought the question would be, who facilitates that information
147 and where would it be available. He indicated he was more than capable of getting
148 that information and equally each of the Commissioners are more than capable of
149 getting that information as well. He guessed the question would be, from his
150 perspective, is he does not have the expertise and will not talk about the specifics. He
151 does not know the specifics and would do the Commission an injustice if he told
152 them. He noted that is all public information and when talking about transparent
153 communication is something the City and everyone can work towards.

154
155 Commissioner Peju explained that is not really public information because she is on
156 the site and cannot find it easily and would be grateful for Mr. Hunt's assistance. She
157 indicated the information is not easily accessible.

158
159 Commissioner Allen thanked Mr. Hunt for coming to the meeting. He thought what
160 would have been helpful for him and moving forward is to get information on how to
161 navigate the websites to find policies and information and talking through the
162 information and deciding if additional information is warranted for further in-depth
163 discussion.

164
165 Chair Djevi recapped the discussion.

166
167 Youth Commissioner Xie indicated she is on the website with the Police Department
168 manual and she wondered which chapter discussed the No Knock Warrant Policy and
169 she also wondered if social media meant Twitter, Facebook or Instagram, or all of
170 them.

171
172 Mr. Hunt explained he did not have the policy memorized by heart and cannot tell
173 where in the manual it is located. He thought the heart of his comment was that the
174 information generally should be there but he has not researched the policy word for
175 word but certainly he would like to work offline to help Commissioner Xie and any
176 other Commissioner find the information needed.

177
178 **b. Chair/Vice-Chair Officer Nominations and Election**

179 Chair Djevi indicated the Commission needs to elect a Chair and Vice-Chair of the
180 Commission. He suggested that new leadership steps in so that the responsibility and

181 duties of running the meeting and doing some of the background work necessary to
182 keep the meeting going is shared by everyone. He requested the Commission select a
183 new chairperson.

184
185 Commissioner Macomber thanked Chair Djevi for all of the work he has done during
186 his term as Chair on the Commission and she thought through all of the pandemic and
187 other issues he has led the Commissioner wonderfully and understands his reasoning
188 for stepping back. She indicated she would also like to see a new Vice-Chair with
189 new perspectives and new energy while she continues to work in the background with
190 the Commission.

191
192 Commissioner Sindiga nominated Commissioner Palmquist as Vice-Chair.

193
194 Commissioner Becker seconded the nomination.

195
196 Mr. Brooks indicated the meeting is public and Commissioner Palmquist is not at the
197 meeting to accept the nomination. He suggested the Commission have a backup in
198 case she does not accept the nomination.

199
200 Chair Djevi asked if Commissioner Sindiga had a conversation with Commissioner
201 Palmquist before the meeting on this.

202
203 Commissioner Sindiga he did have a conversation with Commissioner Palmquist and
204 she did express her desire to be Vice-Chair.

205
206 Chair Djevi nominated Commissioner James for Vice-Chair.

207
208 Commissioner Peju seconded the nomination for Commissioner James.

209
210 Commissioner James indicated he is the primary care giver for his wife and he has
211 constraints on time and needs to have notice of time away from home. If the
212 Commission can accept his constraints then he would accept the nomination for Vice-
213 Chair.

214
215 Chair Djevi asked for clarification. He indicated if the Chair cannot attend the
216 meeting than the Vice-Chair would need to take over.

217
218 Commissioner James indicated if he had a day or two notice than he could arrange for
219 someone to be with his wife because he was not comfortable leaving her alone for
220 any length of time.

221
222 The Commission voted on who each would like as Vice-Chair. Mr. Brooks called roll
223 call for each nominee.

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225 Commissioner James was elected Vice-Chair of the HRIEC.

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Chair Djevi asked if there were any nominations for Chair of the HRIEC.

Commissioner Sindiga explained he did not think that Commissioner Djevi and Macomber would remove themselves from being nominated because if the Commissioners wanted to reappoint them again, he thought that if the Commission wanted to reappoint them that is having faith and trust for what they have done. He hoped that other Commissioners would agree with him that if he had his way the Commission would have reappointed them. He indicated he would like to hang onto one Commissioner and that is Chair Djevi to reconsider because the transition needs to be beautiful and great for this year. He thought Chair Djevi has handled the Commission very well as a Chair and he did request Chair Djevi to change his mind.

Chair Djevi thanked Commissioner Sindiga for the vote of confidence. He explained he is tired and running the meetings and all of the back work that needs to be done is a lot for him to handle right now. He indicated he is not leaving the Commission and when it comes to leadership, he thought everyone needs to experience it. He indicated he would not accept a nomination for Chair but appreciated the vote of confidence.

Mr. Brooks indicated he has had an opportunity to work closely with both Chair Djevi and Commission Macomber through the year he has been onboard and it is difficult for him to hear that both of them are withdrawing from this process just knowing how much work has been done over the last year. He also acknowledged that it is a lot of work preparing for these meetings. A lot happens between meetings and a month flies by. There is a lot of discussion and planning that goes into it. He noted it is not just running the meeting, there is a lot of phone calls and discussions or visits that happen between meetings.

Commissioner Peju indicated she joined the Commission because of Chair Djevi's work and she thought both Commissioners have done amazing work in the background. She indicated she was not volunteering because it is not easy. She appreciated everything Commissioner Sindiga was saying. She did want to honor them and let them bow out and both Commissioners will still be on the Commission.

Chair Djevi indicated in a year he will be gone from the Commission completely and he wanted to get the Commission ready for that with new leadership.

Youth Commissioner Xie echoed Commissioner Peju's sentiment and admired Commissioner Djevi a lot and looked up to him. She noted he has always made sure that she feels included and reassures her to keep going. She also has appreciation for Commissioner Macomber and both are great people to look up to and deserve a break.

Commissioner Sindiga nominated Commissioner Palmquist as Chair.

271 Commissioner Xie nominated Commissioner Allen for Chair.

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273 Commissioner Allen indicated he would decline the nomination and would nominate
274 Commissioner Becker as a backup if Commissioner Palmquist indicates her desire to
275 not accept the nomination.

276

277 Commissioner Becker indicated she would accept the nomination but thought
278 Commissioner Palmquist would make a great Chair as well.

279

280 The Commission voted on who each would like as Chair. Mr. Brooks called roll call
281 for each nominee.

282

283 Commissioner Palmquist was elected Chair of the HRIEC.

284

285 Mr. Brooks asked if Commissioner Palmquist does not accept the position of Chair
286 would the Commission be ok with accepting Commissioner Becker as Chair of the
287 HRIEC.

288

289 The Commission agreed it would be acceptable.

290

291 Commissioner Peju moved, Commissioner Sindiga seconded a motion that in the
292 event Commissioner Palmquist does not accept the position of Chair, Commissioner
293 Becker would serve as the new Chair. Motion carried unanimously.

294

295 **c. 2021 Work Plan Updates and 2022 Work Plan Discussion**

296 Commissioner James indicated there were two entries for the Essay Contest. It is
297 suggested that both entries receive the first-place award even though both are from
298 the same grade level. The group constructed a letter to the teachers that were
299 involved.

300

301 The Commissioner reviewed the letter to the teachers.

302

303 Chair Djevi indicated in the second paragraph the sentence “We thank you for
304 whatever part you played...” does not sound too polite. He indicated it might be his
305 translation from a different language to english but felt it could be worded differently
306 so it is more positive.

307

308 Youth Commissioner Xie thought it could read “We thank you for the part you
309 played...” and would be sufficient.

310

311 Commissioner Peju thought the sentence could be changed to read “We are thankful
312 for all you have done...”

313

314 Commissioner James indicated the reason he initially proposed this language was he
315 thought the Commission ran the risk of embarrassing the teachers if they did not have

316 a part to play so if the wording is the Commission is thankful for all they have done
317 the teacher might be embarrassed because that teacher may have done little or not
318 have done anything. He wondered if the Commission should fear the teacher being
319 embarrassed about that.

320
321 Mr. Brooks explained the same teacher for both student essays was involved in the
322 submission for both of the essays.

323
324 Chair Djevi indicated before COVID he knew the teachers involved have been
325 integrating the topic into their lesson plans. He did not think there would be any
326 embarrassment to the teacher.

327
328 Commissioner James would not have a problem with changing that sentence.

329
330 Chair Djevi thought Commissioner James did a wonderful job of getting the draft
331 letter together.

332
333 Mr. Brooks added a letter with checks were already sent out to both students and one
334 has already RSVP'd to attend the April 11th City Council meeting and he will follow
335 up with the second student to see if that student would like to participate as well.

336
337 Commissioner James suggested a copy of the teacher letter be sent to the principal for
338 submission to the teacher's file.

339
340 The Commission thought that was a great idea.

341
342 Commissioner Allen updated the Commission on the Rosefest Rose Parade group
343 meeting report.

344
345 There was no update on the Community Feedback Response topic.

346
347 Commissioner Macomber indicated regarding Women's History Month, there was a
348 program regarding Women's Voting. She reviewed the program that was presented
349 by Dr. Williams, University of St. Thomas in collaboration with the League of
350 Women Voters, Ramsey County Library and funding provided by the League and
351 Friends of the Library. She indicated this was a terrific program and would get the
352 video put on the website for public viewing. She explained it was very engaging and
353 was a discussion on voter suppression with a great focus on women.

354
355 Chair Djevi thanked Commissioner Macomber for the summary of the program.

356
357 Mr. Brooks updated the Commission on proclamations and that Community Relations
358 is working with Commissioner Macomber to do some sort of summary or wrap up of
359 the event and working to promote the event. He noted the April proclamations are on
360 the City Council agenda. He has asked Community Relations to work with

361 Community Development to promote some of the fair housing policies and initiatives.
362 He also asked the Commission to start to prepare the May proclamations for ideas and
363 discussion.

364
365 Mr. Brooks updated the Commission on Commissioner Recruitment, interviews and
366 onboarding as well as the RCA for the joint meeting.

367
368 Chair Djevi indicated the Community Outreach subgroup has not met since the last
369 meeting so there are not any new updates.

370
371 Mr. Brooks explained the Commission should focus on the work done so far for the
372 joint meeting, however, the Community Visioning discussion with staff and the
373 Council will happen right before the joint meeting.

374
375 Commissioner James indicated in the past the Commission has presented the entire
376 workplan for 2022-2023. He wondered if that is a part of the Commission
377 presentation to the Council.

378
379 Mr. Brooks indicated that is in the same RCA.

380
381 Chair Djevi indicated he was not sure where the Just Deed recommendation stood at
382 this moment.

383
384 Mr. Brooks explained this is something the Community Development staff is keeping
385 a close eye on and he knew that staff and Council are eager to get this moving and out
386 to residents, however, they have had some delays with mapping for prejudice. The
387 map is key for attorney's and residents.

388
389 Chair Djevi reviewed the proposed 2022 Work Plan priorities with the Commission
390 and indicated there was discussion at the last meeting about the Essay Contest and he
391 wondered if the Commission wanted to table this or keep working on it.

392
393 Mr. Brooks explained as a new employee after doing a lot of work and only receiving
394 two submissions, on one hand he thought they could celebrate the two submissions
395 but on the other hand it is a lot of work and maybe the time could be directed
396 elsewhere but he was willing to support whichever direction the Commission goes in.

397
398 Commissioner Macomber thought this was the second year there was a marked
399 reduction in response from previous years.

400
401 Chair Djevi suspected that as long as COVID is not under control, it will be the same
402 results. He thought this item should be paused until things get back to normal.

403
404 Commissioner Allen was not sure if a decision needed to be made at this time but if a
405 decision is made, should it not be the subgroup making that decision or come up with

406 a recommendation for further discussion. He was not sure if he was ready to make a
407 decision.

408
409 Chair Djevi thought the City Council might ask about this item and his hope is that
410 the Commission could have an answer prepared or an opinion for the Council.

411
412 Commissioner Sindiga concurred with Commissioner Allen on this. He wondered if
413 there was a way to find out why there have not been that many essays submitted.
414 Maybe a survey could be sent out to the teachers to find out an answer.

415
416 Youth Commissioner Xie is a little bit more pessimistic about the COVID situation in
417 that it is never going to go away. She did not think the Commission will ever get a
418 large number of submissions again, like in pre-COVID times. She thought maybe
419 present to the Council the possibility of pausing the Essay Contest and see what the
420 Council thinks. She also thought the Commission should find out why there are less
421 submissions.

422
423 Commissioner James thought the subgroup should develop another letter reaching out
424 to teachers providing what has been done in the past and the issue with very few
425 submissions in the past few years as well to find out from the teachers if this is a
426 viable and valuable thing for the students.

427
428 Commissioner Haas felt like COVID did throw a wrench in the response received. He
429 thought this is a great opportunity to develop the outreach with the diverse groups and
430 the school system covers the entire swath of who the Commission is trying to connect
431 with. He thought a letter might be appropriate but only to find out how the
432 Commission can be more engaging to the students, not how the Commission failed or
433 what the Commission did not see. The Commission wants to develop community
434 outreach and bring perspective from the students.

435
436 Commissioner Peju did not think the Commission wanted to let go of the Essay
437 Contest but she thought the Commission was pivoting and asking what the needs are
438 specifically. Her concern has been if the Commission has been meeting people where
439 they are at. She loved the idea of checking back in. She was not sure about a letter
440 though, maybe reach out to the teachers in a different platform.

441
442 Mr. Brooks recommended the Essay Contest be tasked to the new workgroup, Youth
443 Engagement/Outreach.

444
445 Chair Djevi continued reviewing the proposed 2022 Work Plan priorities to discuss at
446 the City Council meeting.

447
448 **Other New Business or Reports**

449 **a. Staff Updates Report**

450 Equity and Inclusion Manager Brooks reported on the following:

- 451 • SREAP Update
- 452 • Community Visioning
- 453 • Proposed Tenant Notification Ordinance
- 454 • Joint Council/HRIEC Meeting on April 11, 2022
- 455 • Spring 2022 Commission Recruitment – Adult & Youth
- 456 • Hybrid Meetings – Public Health Pandemic Declaration Update
- 457 • HRIEC in Person Gathering Update

458

459 **Announcements**

460 Commissioner Macomber gave a shout out to those involved in the article “The History of Black
461 Health and Wellness, Improving Healthcare Equity in Roseville”. She thought this was an
462 excellent article.

463

464 Chair Djevi thanked Commissioner Allen for his work on the article.

465

466 Commissioner Peju indicated she has confirmed with Commissioner Palmquist that she would
467 “love to be Chair”.

468

469 Chair Djevi indicated he would like to be at the Joint meeting on April 11th to make the
470 presentation to the City Council. He hoped everyone will attend and be the leader on at least one
471 item.

472

473 **Future Agenda Items**

- 474 a. None

475

476 **Adjournment**

477

478 Chair Djevi adjourned the meeting at 8:38 p.m.

479

480 Respectfully submitted,

481

482 Sue Osbeck

483 *TimeSaver Off Site Secretarial, Inc.*