

**Human Rights, Inclusion and Engagement Commission
Meeting Minutes
March 20, 2019**

Commissioners Present: Cat Beltmann, Monica Bolinger, Etienne Djevi, Jill Eck, Ahmed Hassan, Kathryn Macomber, and Lauren Peterson

Youth Commissioners: Acer Iverson and Elizabeth Hansel

Commissioners Absent: None

Staff Present: Patrick Trudgeon, City Manager

Call to Order/Roll Call

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

Approve Agenda

Chair Beltmann indicated she would like to add to the agenda the topic of filling the Commission vacancies.

Commissioner Bolinger asked if there was an update on the meeting Djevi, Eck and she had in January.

Chair Beltmann thought it was in the minutes under the Engagement Project.

Commissioner Peterson moved and Commissioner Bolinger seconded a motion to approve the Agenda as presented. Motion passed unanimously.

Public Comment on Items Not on Agenda

None

Approve Minutes

a. December 19, 2018 Human Rights, Inclusion and Engagement Commission

Commissioner Macomber moved and Commissioner Eck seconded a motion to approve the December 19, 2018 Human Rights, Inclusion and Engagement Commission meeting minutes as presented. Motion passed unanimously.

Receive Reports

City Manager Trudgeon stated on Monday night Assistant City Manager Olson presented to the City Council an update on the GARE Project and he thought that would be a good discussion for the Commission. He suggested the item be added to the April meeting.

Youth Commissioner Report

Youth Commissioner Hansel reported she was working with the League of Women Voters to increase voter registration among high school students in under represented communities at the high school.

Youth Commissioner Iverson stated he was waiting for the high school center book read to start up in June.

Commissioner Peterson asked if any books were picked out yet.

Youth Commissioner Iverson stated the books have not been decided yet.

Commissioner Peterson asked if there were any potential Youth Commissioners that would be interested.

Youth Commissioner Hansel stated she will make an announcement at the City Council and Human Rights Club at the high school.

Chair Beltmann asked how the Youth Commissioners have been selected in the past.

Commissioner Peterson thought something was sent to the teachers at the high school.

Youth Commissioner Hansel thought the Commission should reach out to the Essay winners because that is how she got on and a lot of the past commissioners got on the HRIEC.

New Business

a. Proclamation Discussion

City Manager Trudgeon provided a recap of past proclamation discussion.

Chair Beltmann asked if any of the Commissioner for Proclamations 7-14 made any headway for edits or changes based on Council's feedback.

Commissioner Macomber stated this was the first time she realized she had a proclamation in the packet, and she could see there was some language in the packet that she did not add.

Chair Beltmann thought Commissioner Macomber was assigned for the display case and not for the revising.

Commissioner Peterson indicated most of the work has been on it.

Commissioner Hansel stated she did some updates to her proclamation. She noted she edited the beginning to make it more uniform.

Chair Beltmann stated she needed to go back and take a look at the Mental Health Proclamation to see if she could add anything. She used the proclamation that was provided by NAMI as her template so she needed to see if there was anything, she could add that would help to add in the information the City Council was looking for. She stated for Constitution Week, she looked at a couple of different options and this came from the Daughters of the American Revolution. She noted this was their proclamation, so she did not know if the Commission wanted to continue to edit it to make changes or leave as is because this is the recommended proclamation.

Commissioner Peterson stated this proclamation is what the City used in the past for Constitution Week.

Chair Beltmann stated she would need to look back. She thought there were some changes, but she thought it was based off of the official source for the proclamation. She thought it does get to the legal side of things and the one piece it does not answer that the Council asked for is people making contributions which she did not know if there was anyone locally the Commission could point to that made contributions to the Constitution.

Commissioner Peterson thought the proclamation was one that did not fit with the rest of them, so she thought going with what has historically been there is a safe bet because it is a historical proclamation and seems a little unfitting to change something that is about history and what happened.

Commissioner Macomber stated there was one sentence in the proclamation that nags at her a little bit which is the sentence to reaffirm the ideals of the framers of the Constitution had in 1787. She stated some of the ideals would not be agreed with today and there have been amendments to the Constitution that she thought don't abandon the ideals of the framers but move the Constitution along as a living document that better reflects changing values. She stated as a woman she really liked to have the right to vote as an example.

Chair Beltmann thought that was a really good point.

Commissioner Macomber did not know if it would be a sentence that could be eliminated or take the word out.

Commissioner Bolinger thought the sentence could read "Constitution Week and the Ideals".

Commissioner Peterson thought it could be changed to “The Spirit of the Constitution”.

Chair Beltmann thought the sentence could read “after the September 17, 2019 and urge all community members to join in recognizing Constitution Week”.

Commissioner Peterson thought it would be interesting to see what other cities do for Constitution Week.

Chair Beltmann stated when she looked through other cities, the cities were all pointing back to this one proclamation.

Commissioner Djevi stated he worked on the Asian and Pacific Islander Heritage Month proclamation and there is nothing new to be added. He thought the only thing left was who he was going to speak to locally.

Chair Beltmann suggested leaving the wording for Mental Health Awareness because she thought it hits some of the importance in terms of getting some of the statistics in there and does not talk about anyone making any significant contributions in this area.

Commissioner Peterson thought something could be added to the beginning about mental health affecting everyone even those in Roseville’s Community. She did not know if there were any Legislative actions or contributions locally from people.

Chair Beltmann thought she would add a sentence that says “Whereas we recognize numerous residents in the City of Roseville are impacted by Mental Illness”

The Commission thought that was a good idea.

Chair Beltmann thought the Older Adults Proclamation did a good job of recognizing locally Roseville.

Commissioner Peterson asked who will be working on the display case since Commissioner Manke is not on the Commission anymore.

Chair Beltmann stated she would work on both Mental Health Awareness and Older American proclamations for May.

Commissioner Bolinger stated for the LGBTQIA proclamation she added a little bit of content. She noted the changes are in red.

The Commission thought the changes looked good.

Youth Commissioner Hansel noted her changes are in red as well for the American’s with Disabilities proclamation.

The Commission liked the changes.

Chair Beltmann noted there looked like there was only one change to the Hispanic Heritage Month proclamation which was to add in the information on how Hispanic Americans have helped to defend the Country.

The Commission liked the changes.

Commissioner Macomber asked what the third sentence from the bottom meant stated “theme to be determined”.

Commissioner Peterson stated it meant the Commission will plug in a theme once the Commission knows what it is because it changes every year and is a National theme.

Commissioner Peterson noted she did not change anything on Indigenous Peoples Day proclamation.

Commissioner Peterson moved and Commissioner Hassan seconded a motion recommending bringing the Proclamations forward to the City Council with the changes made. Motion passed unanimously.

Commissioner Peterson stated given the time it has taken to review the proclamations she would suggest reviewing them every three to five years.

Chair Beltmann thought a review recommendation should be brought forward to the City Council.

Commissioner Hassan asked if the Commission should be updated the Human Trafficking events that occurred in January.

Commissioner Peterson reviewed the events that happened in January in regard to Human Trafficking.

Chair Beltmann asked if there were any take away or things that should be kept in mind for the September highlighted proclamation.

Commissioner Peterson stated the only thing is to remember to connect with people and organizing with people. She thought it was helpful to have a few events that were going on regarding this topic before hand because that drummed up some buzz about what was going to be discussed which was helpful.

Commissioner Bolinger thought that the community being able to speak as well, and the question and answer session was really interesting and engaged everyone. She

thought some sort of table of experts or a town home meeting is really interactive and added a lot of energy.

Chair Beltmann wondered if the Commission wanted to talk about the display cases.

Commissioner Djevi stated the City found a volunteer who is really good at designing and he met her a couple of times at the library and gave her the ideas after speaking with members of the community and she put those in really nice posters that were displayed.

Commissioner Bolinger stated April has Days of Remember and Fair Housing Month, she wondered if the display should be split or should the display only have one. She thought Fair Housing was interesting.

Commissioner Hassan thought it was best to pick only one.

Chair Beltmann wondered with Fair Housing Month if an email could go out with a link to resources.

Mr. Trudgeon stated the City does a weekly news update that goes out to a lot of people including the press and the paper might pick it up as well.

Chair Beltmann thought Days of Remembrance would be the one she would pick.

Commissioner Bolinger indicated she would help Youth Commissioner Iverson with the display.

Commissioner Eck wondered if the designer that worked with Commissioner Djevi in January would be available to help out on the display cases.

Mr. Trudgeon stated staff could check into that. The person volunteers her time so he would see if she is available.

Commissioner Hassan stated the volunteer did a good job with the display. He explained the process he went through with the volunteer.

Commissioner Djevi stated Commissioners Eck, Bolinger and himself met with a few folks from the Hispanic community in January to try to get things going for the September event. He stated it is still a work in progress and some ideas that need to iron out.

Commissioner Bolinger stated ideas were bounced around about what can be done for the September event. There was discussion about having a celebration where families come and are brought together. She stated there was discussion about a town meeting to discuss immigration and talk openly about a hard subject. This is a very family-

based community so maybe some could volunteer to take care of kids during the town meeting. She stated her church, St. Odilia has the largest Spanish congregation in the whole State, and she has been in touch with the priest regarding having an event there, which the church is very open to.

Chair Beltmann wondered if the City could do a community meal because that is very family oriented as well. She indicated she would be happy to help with that.

Commission Bolinger stated in January she talked to the Chief of Police and learned that the City of Roseville does not actually work with ICE or turn people in which is an important message that the community needs to know so people feel safe in the City.

b. Engagement Project Discussion

Chair Beltmann reviewed the information that was presented to the City Council outlining the two-pronged approach the Commission is seeking to take to assist the City with engagement and outreach. She noted at the December meeting the Commission discussed next steps for the Engagement Project. She stated the focus on discussion at the meeting will be on the goal/aim of the outreach piece. This is intended to give a greater definition of why the Commission is seeking to further engage historically underrepresented communities and how this will help the City and ultimately help the community.

Mr. Trudgeon stated in the last year and a half the City has been working on becoming more aware and equipped to talk about equity and the importance of that going through the Government lines of Race and Equity (GARE). He noted the training has been completed with fourteen employees from all walks of life in the organization and have really worked hard to come up with a Racial Equity Plan.

Mr. Trudgeon stated one of the main goals is to make sure everyone feels welcome and included in the community. Building off of that from the City's perspective, that helps to answer the WHY question. As part of the City Council's Policy Priority Plan that includes the Community and Governance and a big part of that is GARE but also about the engagement.

Mr. Trudgeon reviewed the GARE document with the Commission.

Chair Beltmann thought for discussion the focus should be on the Commission's work that has been outlined and what is the goal behind what the Commission is wanting to do and what next steps does the Commission want to consider and then how does it relate back to what the City is already doing.

Chair Beltmann thought the reasons that are outlined in the information Ms. Olson provided are the goals of the work the Commission is doing. She wondered if anyone

had any thoughts or if anything was missing from the list, anything else to consider or anything the Commission does not agree with.

Commissioner Djevi thought there was a big piece missing, which is the how. The Commission has reasons why it is being done, goals but there is not anything about how it will be done. That is something that the group should be able to make recommendations on the how.

Mr. Trudgeon wondered if that was part of the foundation as far as best practices and having training for staff or other community engagers. He wondered if that got at the how a little bit.

Chair Beltmann thought the table that was put together was the how and the work that will be done by the Commission.

Commissioner Peterson thought it was how the Commission was going the work but not how the outreach will actually be done.

Commissioner Eck thought it should be to make those connection and establish those relationships and what is the Commission's role in that, what is the scope.

Commissioner Peterson thought the how piece was the hardest part because the City struggles with that. She stated the Commission would not be doing this project if the City was great at doing that. She thought the how part was challenging. She thought this looked great on paper but what is the Commission's role.

Commissioner Macomber stated that is where she lacked some clarity still. She wondered what the Commission's piece of the how was and what is the City's.

Commissioner Peterson wondered if the Commission could bring this to the City Council and let the Council know what the Commission has discussed and look for feedback on next steps.

Chair Beltmann stated this was brought forward before to the City Council and what she took out of the meeting was the Commission can develop a list of community contacts but then in terms of actually going out and doing the outreach there wasn't any clarity as to who does what and she thought that needs to be a direction from the City Council because she would get concerned that if the Commission is doing a lot of work to make contacts within the community and then no one makes the contact it is a moot point. She thought if the Commission would be responsible for doing the outreach and then handing off the relationship, the Commission should make sure that there is an infrastructure and process in place to maintain those because otherwise she felt it might backfire on all of them.

Commissioner Bolinger stated it will change the language and how the City approaches this if the Commission is not actually the ones creating the relationships or if the Commission is, then what is the Commission's role. Is the Commission the go between the City Council and the contacts or is the Commission just an introduction.

Commissioner Eck stated she did not want to step on the toes of City employees who maybe have a lot of same ideas on their own plans within the scope of their job.

Chair Beltmann asked if anyone had any thoughts on what the ideal would like in terms of the how because if the Commission goes to the City Council to find out where the Council wants the Commission to take this, she did not think it would be a very fruitful conversation based on the few conversations the Commission has had with the City Council. If someone could bring an update to the City Council on where the Commission is at and indicate the Commission is ready to move onto the next steps, describing what the Commission would like to do and ask if it was what the City Council wanted. She thought this was something the Commission could think about and bring back for further discussion.

Commissioner Eck asked if it would reasonable to consult with City Staff, some people who have some primary responsibility in this area.

Mr. Trudgeon did not think this needed to be an either/or situations, either HRIEC or Staff, it could be a partnership. He stated the Staff does have contacts but does not know enough people in certain parts of the community for a partnership. He thought it was a very important interval to try to use the resources, knowledge and contacts that the Commission knows in conjunction with Staff's to try to make those connections. He thought it would be reasonable to suggest that this is a partnership working with the key staff that are involved with people, including the City Manager's office to work together and reach out to people and collectively go together and have conversations to begin those relationships.

Commissioner Eck liked the idea of a partnership because it is an important piece. She thought if the City can get a mutual understanding with those people the Commission is partnering with in the City, that would be really helpful because she thought there were a lot of people on this Commission that are willing to go out and make some contacts but the Commission wants to do that with a little firmer footing underneath them and a mutual understanding with the partners.

Chair Beltmann thought the one thing the Commission has struggled with is that the City Council has been pretty clear about the Commission being advisory versus doing the work so this would be a potential deviation from that.

Mr. Trudgeon stated it is being in partnership with the City and staff and rolls really nicely into some of the things staff is bringing forward as far as the Racial Equity

Plan and Engagement. It is not inconsistent and seems to be a perfect melding of opportunity to get something real done.

Chair Beltmann agreed and thought the Commission needed to do the partnership side and she thought the Commission could do a lot.

Commissioner Djevi stated the City already does a lot of things and one way he looks at it is if the Commission have some idea about what already has been done and how the Commission can affect how those things are done.

Commissioner Bolinger stated the Commission has talked about more diversity and more representation of different cultures and communities at Party in the Park.

Chair Beltmann stated she has dropped the ball. The work she needs to get done before the next meeting is to go through the staff survey results and summarize that and start to put together some best practices and she thought in her mind when she was initially thinking about it, that work would help to surface some of those things. She stated for the next meeting she can get that work done in terms of drafting the summary and starting the best practices. As far as next steps in general, is everyone in agreement in terms of the goals Ms. Olson has outlined in the packet.

Commissioner Eck stated it sounds like where the Commission is going with this is the outreach piece, to help identify individuals, groups or organizations and create a bit more of an inroad to help establish a relationship there so the Commission can bring a stronger connection with the City.

Chair Beltmann thought it was people, places and going back to the staff survey. She thought it was also helping to respond to questions that have come up through that.

Commissioner Peterson stated there are two pieces, it is the foundation piece, survey, ideas on some best practices and the other piece the outreach piece to show some connection the Commission has made.

Chair Beltmann thought the Commission was in agreement generally around the goals, the bullet points outlined by Ms. Olson. She stated where the Commission needs to get and will come from the City Council is the how piece. She thought the next step for this would be to go before the City Council and provide an update on where the Commission is at and have a conversation and bring a recommendation to City Council as to how the Commission might want to execute this work going forward and have a conversation with them to give the Commission direction.

Mr. Trudgeon stated the Commission wants to make sure that the staff survey and results are compiled in a place where the Commission can share it. He saw another piece of starting to do the outreach to the various entities and groups.

Commissioner Peterson thought if the Commission could come back next meeting with the Foundation piece done and then discuss what suggestions the Commission wants to make towards the City Council in regard to the outreach piece based on the foundation piece, that would be helpful and maybe try to meet with the Council later in May. That might be a good goal to reach for to keep the Commission on track.

Chair Beltmann stated she will work on the Foundation piece and bring a draft of the summary of staff survey results plus a draft of best practices to the April meeting with the hope that the Commission can go through that and finalize what the Commission wants to bring forward to the City Council at the end of May.

Chair Beltmann requested the Commission discuss Item e, Discuss 2019 Work Plan because it corresponds to this item and without objection, Chair Beltmann amended the order of business accordingly.

e. Discuss 2019 Work Plan

City Manager Trudgeon stated the Commission has previously discussed identifying issues, topics or projects for the 2019 Work plan.

Chair Beltmann stated she put together a yearly calendar for the Commission to map out the work being done. She stated this was last updated in November 2018.

The Commission reviewed the 2019 Work Plan.

Chair Beltmann noted she can go back and update the Work Plan. She thought the only thing that needed to be updated was the Community Engagement Project timeline. She indicated she would bring the updated Work Plan to the April meeting.

Chair Beltmann stated for the Engagement Project she would bring back the draft of the Foundation document to the April meeting with the plan to review them and finalize the documents and talk about what the Commission wants to bring to the City Council. In May the Commission will go in front of the City Council to talk about the Engagement Project and provide an update and talk about next steps. In the interim the Commission will ask Ms. Olson to create a Google Doc where the Commission can track community contacts.

c. Parade Planning Discussion

City Manager Trudgeon stated the 2019 Rosefest Parade takes place on Monday, June 24 at 6:15 p.m. Over the past several months the Commission has discussed ways to better engage and represent the variety of cultures in the City during this event. At this time, the parade is full, but there is a unit that has been reserved for the HRIEC and/or all Commissions.

Mr. Trudgeon stated the discussion should focus on what the Commission would like to achieve from their involvement with this event, how best to do that, and the timeline and resources need to accomplish whatever the Commission decides.

Chair Beltmann did not think the Commission could come up with something for the parade on their own but does this Commission want to participate with the other Commissions or does the Commission want to recommend all of the other Commissions join forces again and march or are there any other ideas.

Commissioner Bolinger asked if the Commission can ask other communities to walk with them.

Mr. Trudgeon suggested because he might be out of town and he has a spot secured the Commission could take his spot in the parade to bring a group together and then the Commissions could still have their spot in the parade.

Commissioner Bolinger thought the other Commissions should be told so those Commissions can invite other people to have a better presence.

Chair Beltmann wondered if the Commission could set up a hot dog and water stand or something along the route instead of walking in the parade to engage the community more.

Commissioner Bolinger thought because the parade route is so long the Commission would only be engaging a small percentage of people.

Commissioner Peterson would suggest doing something like that in Party in the Park rather than at the parade. For the parade she would recommend having the Corrine Group to walk and it will display a community group that is under-represented. She also suggested including some Nepalese or Hispanics to walk with the Commission.

Chair Beltmann stated June is LBGTQQIA month and Pride weekend is right around the parade so she wondered if the Commission could do a Pride focus to tie the Proclamation. This would be another way the Commission is highlighting the Proclamations.

The Commission liked that idea.

Commissioner Bolinger asked if the Commission could have t-shirts that have the rainbow flag on it.

Commissioner Peterson stated she would be happy to reach out to some groups.

Youth Commissioner Iverson stated he would be happy to talk to the High School group and thought that group would be happy to help out.

Commissioner Peterson stated the other Commissions need to be involved in the parade as well as this Commission. She suggested a Commissioner go to one of the other Commission meetings to discuss the parade and getting them involved. She volunteered to go to the meetings.

Mr. Trudgeon stated in April there is the Ethics training where there are a large group of Commissioners at the training at once and can be mentioned there.

Commissioner Bolinger thought someone on each Commission could be responsible for their group to walk in the parade.

Commissioner Peterson noted she was on the Parade Planning Committee and has been making some incremental changes on the parade. She reviewed some of the changes and noted she was working on being more inclusive in the parade planning process.

Chair Beltmann thought it would be interesting to talk a little bit more about what incremental changes are being done and are there bigger things the Commission should be pushing for.

d. Essay Contest

Chair Beltmann summarized that staff received 97 essays for the 2019 Essay contest, however, one essay was a duplicate. She reviewed the scoring done by the Commission based on the scoring rubric that was approved.

Chair Beltmann stated the Commission needs to pick first through third place winners along with honorable mention.

Chair Beltmann wondered if the Commission wanted to pick the top four essays for first, second, third place and honorable mention.

Commissioner Peterson thought unless there was an essay that really stuck out, that would be the fair thing to do.

The Commission thought the top scores were good and the fair way to do it.

First Place goes to Essay 43

Second Place goes to Essay 41

Third Place goes to Essay 56

Honorable Mention goes to Essay 44

The Commission concurred.

Chair Beltmann thought for future years, something to consider would be to divide the essays up by grade level because it was very clear the experience and writing capabilities and seemed unfair to judge a sixth grader against an eighth grader.

The Commission thought that was a good idea.

Mr. Warren Wolf, 1999 Snelling Avenue North, did not remember if in the past the Commission asked the paper to print the winning essays but thought it would be a good idea.

Commissioner Peterson thought the Commission thought about that in the past, but the essays are pretty long, so she was not sure if there was enough space to print the entire essay.

Mr. Wolf thought it was a good idea to print them but if too long maybe only print the first-place winner with their picture.

Commissioner Eck stated the one concern she had with that is some of the essays contain things that happened to people personally.

Mr. Wolf thought permission to print the essays could be obtained.

The Commission agreed.

Commissioner Peterson asked if the Commission was designating a dollar amount because last year the Commission did, or will City Staff deal with that.

Mr. Trudgeon stated there are dollars that are allocated for the essays, but he was not sure what that amount was. He would look to see what the amount was.

Commissioner Djevi thought the teachers spent a lot of time discussing the essays with the kids. He wondered if there was any way to write a little note to the teachers who participated to thank them.

The Commission liked that idea.

Commissioner Peterson stated the teachers are invited to come to the meeting where the essays are read. There is also a reception for the winners and the teachers and principals and would also be a good place to thank the teachers for all that is done and supporting the Commission.

Mr. Trudgeon stated the essays will be read at the May 6th City Council meeting.

f. Commission Vacancy Spots

Chair Beltmann stated she fully acknowledged she screwed up because she was moving really quickly. There are two vacancies on the Commission and two people applied for the positions, interviews were done at the City Council. She indicated she participated in the interviews and normally gives the City Council some feedback on the candidates. Coming out of the meeting and after thinking about it this Commission has had a lot of turn over in the last year which has felt like the Commission has to keep resetting each time a new Commissioner comes on.

Chair Beltmann stated because of that and her desire, she thought the Commission was starting to get to a really good place with the Engagement work in order to start to move things forward, she made a recommendation to the Council to drop the Commission down to seven seats from nine seats. Most of the other Commissions have seven Commissioners on them and in order to be consistent with those Commissions and also as a way to keep the Commission moving forward without worrying about onboarding. She indicated that should have been a conversation that happened with the entire Commission first and without thinking she made the recommendation trying to get it out to the City Council quickly.

Chair Beltmann stated she would like to discuss this as a Commission and potentially revise the recommendation she made to the City Council.

Mr. Trudgeon stated at the Monday night meeting it was added to the agenda in regard to the Finance Commission who had one applicant with two openings and that person dropped out and there were probably six to seven people at one point for the HRIEC and most dropped out leaving two. He stated this was brought forward to advertise again for the Finance Commission but also extending the time for HRIEC.

Mr. Trudgeon reviewed the City Policy regarding applications and interviews. He noted the policy is discretionary by the Council.

Mr. Trudgeon stated it was the City Council's decision to advertise again for the Finance Commission and HRIEC openings. He stated the Chairs recommendation was brought up at the City Council meeting and the City Council wanted the Commission's feedback.

Chair Beltmann thought moving the number of Commissioners from nine to seven was not the appropriate wording. More so, she wondered if the Commission can hold off on adding anyone new at this time to give the Commission some time to move the work forward. She would also like time to have the Commission figure out what a good onboarding process would be for the Commission. She would also like the Commission to think about how the Commission can be better in terms of the recruitment for the Commission because there has been a lack of diversity present. As the Commission that is focused on inclusiveness, it is not a very inclusive Commission. She would like to discuss this in order to add some clarification of her recommendation to the City Council.

Commissioner Bolinger thought once the workplan is ironed out, it will be easier for someone coming in to get an idea of what the Commission does.

Commissioner Macomber thought as the Commission begins to work the outreach part and there are connections with groups, it will be easier to recruit from under-represented communities.

Commissioner Eck stated one of the questions she has is how proactive the Commission can be in trying to help recruit people.

Chair Beltmann stated the Commission can always recommend and can be a part of the Commission's engagement work that the Commission is doing as well.

Commissioner Peterson thought the two people that applied are diverse and from under-represented groups and would strongly support bringing them onto the Commission. She would also strongly support keeping the Commission at nine people because more voices are not a bad thing, especially when the Commissioners are from under-represented groups. She understands the point that it is hard to come onto a Commission when the Commission is in the midst of this work but there are ways the Commission can make the onboarding process and level setting a little easier.

Commissioner Peterson stated one idea she had was to have the Vice-Chair and/or Chair sit down with the new Commissioners and go through the work to get the new Commissioners up to speed. She noted the meetings are recorded and recommends everyone to watch the previous meetings. She thought everyone should do their homework. She strongly urged the Commission to think about when reopening application process and not changing how the application process is done then how is the Commission expected to get different results. She thought it was a little disheartening to her because the City is doing the same thing but expecting different results which does not really work.

Commissioner Peterson urged the Commission to keep the number of Commissioners at nine and urged the two applicants who interviewed by put on the Commission.

Chair Beltmann stated it was the City Council's recommendation to reopen the applications, not the Commissions.

Commissioner Eck thought knowing the two candidates were diverse is an opportunity and she would hate to lose that opportunity because she also agreed that it is important to increase the diversity on this Commission. She stated her other point of concern is why is this Commission a committee of nine while the other Commissions are seven and is it because the Commissions merged.

Chair Beltmann indicated that was the reason.

Commissioner Peterson stated there was lots of discussion on the merger and how many Commissioners should be on the HRIEC.

Commissioner Eck stated if the Commission is talking about all of the work that needs to be done then the Commission needs to be more actively involved.

Commissioner Djevi stated there is a lot of work to do on the Commission and there needs to be manpower to get it done. He wondered why the Commission is having so much turn over and something the Council needs to discuss. He stated the Commission can bring people on but cannot make the Commissioners stay if the person does not want to.

Chair Beltmann agreed and thought some of the turnover is natural.

Commissioner Peterson did not think turnover should limit the Commission numbers. She stated turnover is challenging but there are ways the Commission can get around it in her opinion.

Commissioner Macomber thought there could be a mentor for the new Commissioners to help them get up to speed and work through issues.

Commissioner Peterson stated the Commission had done that with the Youth Commissioners, so she thought the Commission needed to implement that something like that when new Commissioners come onboard because it is a lot to take on. She thought that might help with the retention rate as well.

Commissioner Peterson asked if staff could reach out to the applicants who did not interview to see if the interview could be rescheduled.

Mr. Trudgeon stated staff will reach out to the people who applied.

Commissioner Peterson asked if the two people will be interviewed again because if the City Council is going to interview new applicants it could be unfair to the two that previously interviewed because those two people will not be fresh in the Council's mind.

Commissioner Macomber was worried the two applicants who applied and interviewed may decide to drop out.

Chair Beltmann thought there was some needed discussion regarding the process for both recruiting and interviewing and honoring the time and commitment.

Commissioner Peterson stated she voiced her concerns to the City Council and recommended the rest of the Commission do the same because this is concerning to her.

Mr. Trudgeon stated recruitment and the process is something the City needs to work on.

Chair Beltmann stated she would email the City Council and let the Council know her recommendation was coming from her and not the Commission as a whole and she still has some thinking to do for her personally if she feels like right now is a good time to add people or not. Wherever she comes down on that, it is her personal opinion and not necessarily the opinion of the Commission as a whole. There seemed to be some strong voices on the Commission that felt like the Commission needed to build back up to the nine but also need to think about the process.

Other New Business or Reports

Commissioner Bolinger congratulated Commissioner Beltmann on her television debut.

Chair Beltmann reviewed her new job with the Commission that put her on KARE 11 tv.

Future Agenda Items

- a. Party in the Park
- b. 2020 Census

Adjournment

Chair Beltmann adjourned the meeting at 8:30 p.m.

Respectfully submitted,

Sue Osbeck

TimeSaver Off Site Secretarial, Inc.