

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **SEPTEMBER 22, 2021**
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6 **Commissioners Present:** Keith Allen, Amanda Becker, Etienne Djevi, Richard James, Laura
7 Palmquist, David Sindiga, and Adepeju Solarin (Peju).
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9 **Youth Commissioners:** None

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11 **Commissioners Absent:** Paul Haas, Kathryn Macomber, and Beverly Yiling Xie (excused)
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13 **Staff Present:** Thomas Brooks, Equity and Inclusion Manager
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15 **Call to Order/Roll Call**
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17 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to
18 order at 6:30 p.m.
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20 **Agenda Modification**
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22 Djevi asked to have the agenda modified to include the Oath of Office before approval of the
23 agenda.
24

25 Commissioner Palmquist moved and Commissioner Allen seconded a motion to modify the
26 Agenda. Motion passed unanimously.
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28 **Oath of Office**

29 Chair Djevi administered the Oath of Office to David Sindiga.
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31 **Approval of Agenda**
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33 Mr. Brooks indicated the Youth Commissioner Report should be removed.
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35 Commissioner Becker moved and Commissioner Palmquist seconded a motion to approve the
36 Agenda as amended. Motion passed unanimously.
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38 **Public Comment on Items Not on Agenda**
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40 **Commission Response to Community Issues**

41 Chair Djevi explained a community member reached out to them a week ago regarding some
42 signs they saw on a truck in the City. It looks like the City has solved the issue and the
43 community person also reached out to him and said that the issue was solved. He thanked the
44 City for taking the action of reaching back and taking care of the issue that was raised.
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46 **Approve Minutes**

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a. August 18, 2021 Human Rights, Inclusion and Engagement Commission

Chair Djevi noted on line 243, the word should be “equality”, not “~~quality~~”.

Mr. Brooks indicated the minutes also included some changes from Commissioner Macomber.

Commissioner Becker moved and Commissioner Allen seconded a motion to approve the August 18, 2021 Human Rights, Inclusion and Engagement Commission meeting minutes as amended. Motion passed unanimously.

New Business

a. CultureBrokers, LLC Update

Ms. Lisa Tabor, CultureBrokers, LLC. updated the Commission on continued work being done.

Mr. Brooks updated the Commission on the progress of work being done on SREAP and staffing updates. He noted he made a presentation to the City Council on work done to date.

Chair Djevi thanked Mr. Brooks for the summary and all of the work being done.

Commissioner Allen indicated if there is an opportunity for the Commission to be present during the presentation to the City Council please inform the Commission so there is representation of support.

Mr. Brooks indicated he would provide an invitation in the future to the Commission to attend.

Chair Djevi asked if Mr. Brooks could update the Commission on what type of data has been collected.

Mr. Brooks explained in terms of the hiring data, essentially the work force profile created and put together includes the demographics of the City compared to the demographic breakdown of the community. This is up to date and does reflect the 2020 Census data. He noted they are still working to create a profile that can be presented to the Commission and to the City Council. He indicated there are some gaps in the data so they are using the data and continuing to push forward but before they put the information out there, they want to make sure that all of the gaps that HR needs to manually fill in or clean up are done to eliminate those unnecessary questions that they can do by just being prepared and being thorough. Another thing they are working on is how the City can be more transparent and maybe display the information on the website, at a very high level, so the community members can also

91 track how they are doing on these things. As far as the Commissioner surveys, he
92 will do some sort of presentation for the Commission soon.

93

94 **b. Conversion Therapy Ban Ordinance Continued Discussion**

95 Commissioner Palmquist updated the Commission on the Conversion Therapy Ban
96 Ordinance work being done.

97

98 Mr. Brooks indicated the one request he had was if Commissioner Palmquist could let
99 him know a date for presentation to the City Council.

100

101 Chair Djevi noted he sent a few articles to the subgroup. He indicated the subgroup is
102 still working on the Ordinance and hoped to have something to present in October.

103

104 **c. Work Plan Updates and Discussion**

105 Commissioner James updated the Commission on the Essay Contest progress. He
106 reviewed the rubric for scoring. He asked Peju if she could reach out and find out
107 what kind of international student organizations might be at the U of M to see if they
108 would be willing to help with interpreting, translating, evaluating submissions that
109 come in other languages. He also asked the other Commissioners if they have
110 contacts with other organizations or schools in Roseville that can help with dealing
111 with submissions in the submitter's native language to get the information to the
112 subgroup.

113

114 Commissioner James reviewed the rules of the contest with the Commission that were
115 sent out to teachers and home school parents. He indicated if there are comments or
116 questions regarding these please let him know.

117

118 Commissioner Peju thanked Commissioner James for the information. She indicated
119 she will reach out to try to find contacts for interpreting, translating and evaluating
120 submissions.

121

122 Chair Djevi noted a couple of years ago when the Commission had some essays in
123 Spanish the teachers at the Spanish Immersion Schools helped grade the essays.

124

125 Commissioner Allen indicated he was in support of this and thought if a student
126 wanted to do an essay in their native language the Commission should support that.

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128 Commissioner Peju indicated she did have maps and information from Corey about
129 seventy-five languages spoken in Roseville. When she writes her letters to contacts
130 those are languages she will be requesting for help. She thought another clarification
131 she would need is to find out how much work would be needed per week for this.
132 That might help people know their capacity.

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134 Commissioner James thought it would be approximately two hours maximum
135 because he did not think there would be that many submissions in one language.

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Commissioner Palmquist indicated she is working on finding a contact at Macalester College.

Commissioner Peju thought it was a great idea and may be a professional development for a person in college.

Commissioner Becker supported this. Given the timeline, if essays come in with a different language, they might be able, at that point, to source people as well if needed, on a more individual basis.

Chair Djevi asked Mr. Brooks what his opinion was on this, because it might involve staff time as well.

Mr. Brooks indicated he was also more concerned with the Commission capacity. He was supportive of this, and he can look back at what was done in the past. He noted staff can be recruited to help out as well.

Commissioner Sindiga indicated in regard to the essays, he was trying to understand what it is all about. He thought this is something that is being duplicated from before but also being expanded. He asked what the essays were for. He thought he would reach out to Commissioner James for information on this topic and how he can help.

Chair Djevi indicated there is a Commissioner onboarding plan which he will discuss with Commissioner Sindiga.

Commissioner James asked if there were any comments on the rubric.

Chair Djevi indicated he was not sure how the points add up.

Commissioner James reviewed the point scoring system with the Commission.

Chair Djevi explained the Rosefest Parade is on pause for now. There is nothing to report for Community Feedback. He thought Commission Recruitment was already discussed in the presentation by Mr. Brooks as well as Commission Interview.

Mr. Brooks thought at some point he will reach out to this Commission as well as all of the other Commissioners to get different perspectives on ways they can improve the interview process. The workgroup that is working on that problem is looking both at everything leading up to someone applying for a Commission and also everything that happens after that which would include an interview and what that looks like. Staff is working on it and talking about it. At some point staff will also need the Commission's perspective on this as well.

180 Chair Djevi knew on this last recruitment there was a question on how the City could
181 get the information out to the residents. Those are the kind of things he hoped the
182 Commission can help on. He explained the next workplan is Commission
183 Onboarding. He reviewed the topic with the Commission. He asked if there was
184 someone who would volunteer to be Commissioner Sindiga's buddy and help him
185 with orientation and getting him updated on Commission work.

186
187 Commissioner Becker indicated she would volunteer to be Commissioner Sindiga's
188 buddy and help him through the learning process.

189
190 Commissioner Peju also volunteered.

191
192 Commissioner Sindiga indicated he would reach out to the Commissioners and
193 appreciated the help.

194
195 Commissioner Becker reviewed the Community Outreach presentation with the
196 Commission.

197
198 Commissioner Palmquist liked the presentation and thought it was abstract which
199 makes it easier for future Commissioners to easily track this in order to see progress.

200
201 Commissioner Allen indicated the date of December 2022 should be changed to
202 December 2021 before it is finalized.

203
204 Commissioner Peju indicated she provided Commissioner Becker feedback earlier on
205 this and some of it was simply semantics. She indicated she loved the energy and the
206 vision. Everything is doable. She thought even if they just focus on awareness for
207 the fall or until March or April, which is an amazing feat in itself. She thanked
208 Commissioner Becker for pulling this together.

209
210 Chair Djevi thought the concept of Community Outreach cannot be done just by
211 sitting at the table because for them to know what the community is thinking about or
212 what they are thinking or how to get them to come to the meetings, which is unlikely
213 to happen, being in the community and being visible and being willing to hear what
214 people are thinking about and hopefully they can bring that information back to the
215 Commission as something that maybe the City would want to hear and maybe work
216 on. He thought that was the overall goal. He thanked Commissioner Becker and the
217 subgroup for the excellent work.

218
219 Commissioner James explained this is the kind of subgroup activity that is helping
220 them and will continue to help them to move forward at a pace that is going to be
221 something real rather than just talk. He appreciated the subgroup pulling these things
222 together and the time spent doing that. She thought as far as a timeline, it is a little
223 ambitious time wise and would suggest that they look at not going to the partnership
224 outreach until the toolkit is done. He thought maybe both could be done at the same

225 time, but he thought getting it in priority order and what can be done and
226 accomplished rather than trying to move on just because there is a timeline set up. He
227 thought having a timeline is a good thing because it forces them to look at where
228 things are going. He suggested in community outreach, one of the ways that they can
229 be effective, be thinking about doing something like a listening tour and going out
230 into the community and perhaps using churches as a way of setting up
231 Commissioners to come in and have the churches invite their congregations to find
232 out what they are thinking and what is going on in Roseville. He thought that might
233 be a way to reach communities that might not otherwise get in touch with.

234
235 Commissioner Sindiga explained in listening to Commissioner Becker, which was
236 quite a presentation. He asked if the mission and the vision displayed was final.

237
238 Commissioner Becker indicated it was not. She thought it was something that the
239 entire Commission can discuss. She thought for the subgroup purpose, it was trying
240 to drill it down on a subgroup level. She tried for the purposes of the subgroup to
241 come to a more active proposal for their outreach and that it would be helpful to be
242 aligned with what their mission and vision and purpose was. She indicated it was
243 more of an exercise to help the strategy and the action items come out.

244
245 Mr. Brooks thanked the subgroup for the work done on this. He indicated he was
246 pumped up as Commissioner Becker went through the presentation because he has
247 been talking about all of these things from the beginning. He thought some of the
248 things that are most powerful in here are those audio interviews and the chats. One of
249 things he really wants to see the City do is know the stories of its residents and
250 actually see those stories change for the better through the work they are doing. He
251 explained he has been asking for this and knows it will take time. He agreed the
252 timeline is aggressive. Toolkit development, a huge part of that is going to be
253 communications and branding. He noted they are starting at ground zero with
254 community relations, which include communications, so it is going to take some time
255 on that one to get everyone up to speed and get a consensus on what the City's brand
256 is. He knew this is urgent and the City needs it sooner than later but will take some
257 time. He thought partnership outreach was great. That is one of those things that
258 while it can start in November, it is going to need to continue. He thought that would
259 be a part of every month going forward.

260
261 Mr. Brooks explained he also wanted to have continued discussion around the
262 mission and vision and purpose just to make sure that they are truly capturing what
263 the mission, vision and purpose of this group is and then getting it to a point where
264 they can also get consensus and buy in from Council. He already liked what the
265 subgroup has more than what they already have listed in the Commission depth units.
266 He noted he already reached out to Commissioner Becker to have the subgroup set up
267 some time with Corey Yunke and Rebecca Olson to make sure that the vision of the
268 HRIEC is aligning with the vision of Corey and his new team and that it is not
269 conflicting but complimentary to each other.

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Mr. Brooks thought one thing for this Commission to remember is that the Commission is valuable and will always be valuable, but this Commission was created in a time where they did not prioritize community engagement and relations in a way that they should have. They did not have resources dedicated to it or funds invested in community engagement and all of that have very much changed. They will now have a community relation team and funds allocated for it. That does sort of change the way that this Commission works, in a sense that they are no longer working in a silo, completely on their own because there are dedicated staff to actually strategize and push forward some of these things.

Commissioner Becker thought that was great and she thought the goal was to sort of get something from the subgroup that they can work with the City to finesse. She agreed the timeline needed to be reworked.

Commissioner James reviewed the proclamations subgroup notes and recommendations.

Chair Djevi explained the Commission has had discussion in the past where they wondered if people could just pick two proclamations to lead and co-lead on so all of the proclamations are covered in terms of what the proclamations need and who is it intended to affect. Are there educational material that could be put together and placed on the HRIEC or City website or the library to provide some education on why the proclamations are the way they are, hopefully highlighting the past but also putting forward some of the issues they dealt with for a better community. What he would like each Commissioner to do between this meeting and the next is to have each Commissioner pick two proclamations that they want to be leader and co-leader on and be ready to let them know at the next meeting or to let Mr. Brooks know. He noted if there are proclamations where no one volunteers for he will then assign them to Commissioners to lead on them. He stated the goal is to spread the work among all of the Commissioners so that the work gets done.

Mr. Brooks noted the following proclamations can be skipped: September and April (Fair Housing Month).

Other New Business or Reports

a. Staff Updates Report

Equity and Inclusion Manager Brooks reported on the following:

- SREAP updates
- Staffing updates
 - Found Housing Navigator
 - Working on Social Workers on staff (2)
 - BIPOC Business Intern on staff through Community Development
 - Community Relations applications for 3 additional positions
- Commission recruitment

- 315 ○ Youth Commission applications are still open through October for
- 316 additional Youth Commissioners
- 317 ○ Opportunities for all Commissions, including Planning Commission
- 318 • In Person/Hybrid meetings
- 319 ○ The Mayor will have to make a decision in November on whether the
- 320 City continues with the Hybrid meetings or not
- 321 ○ Finalizing Legislative Priorities and Open Meeting Laws were
- 322 included for updating as well as a ban on Conversion Therapy
- 323

324 Chair Djevi thanked Mr. Brooks for the update. He thought the new positions are
325 what is going to make a tremendous difference in people’s lives and livelihoods.
326 He stated he was excited because this is the type of thing he has talked about for
327 several years.

328
329 Commissioner Allen thanked Mr. Brooks for bringing their concerns forward
330 regarding the hybrid meeting and he hoped this style can continue. He thought
331 the roles in communications was very important because they will be the official
332 voice of community and the organization. He stated if there was any opportunity
333 for them on the Commission to help be a part of the interview process, he would
334 support that.

335
336 Mr. Brooks noted the interview process is continuing on Monday and Tuesday of
337 the next week and he wondered if anyone would be available on either of those
338 two days.

339
340 Commissioner Becker indicated she could be flexible, depending on the time of
341 day.

342
343 Mr. Brooks indicated he would get dates to anyone interested in an email.

344
345 Commissioner James asked if there was any movement on the Just Deeds
346 program.

347
348 Mr. Brooks explained staff is still waiting for the Ramsey County map to be
349 released.

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351 **Announcements**

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353 **Future Agenda Items**

- 354 a. Presentation from the League of Women Voters
- 355 b. Work Plan

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357 **Adjournment**

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Human Rights, Inclusion and Engagement Commission Minutes

September 22, 2021 –*Minutes*

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359 Commissioner James moved and Commissioner Allen seconded a motion to adjourn. Motion
360 passed unanimously.

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362 Chair Djevi adjourned the meeting at 8:18 p.m.

363

364 Respectfully submitted,

365

366 Sue Osbeck

367 *TimeSaver Off Site Secretarial, Inc.*