

- a. Joint Meeting with Human Rights, Inclusion and Engagement Commission**
Assistant City Manager Olson briefly highlighted this item as detailed in the Request for Council Action and related attachments dated January 27, 2020.

Chair Beltmann introduced Commissioners Allen, Peterson, Bolinger, Lee, James, Macomber and Djevi, who were at the meeting.

Commissioner Bolinger reviewed the 2019 HRIEC accomplishments with the City Council.

Chair Beltmann explained there has been a lot of turnover on this Commission but she felt this group was great with the new Commission Members and everyone is interested in pitching in and helping out. She reviewed the 2020 Proposed Work Plan process that the Commission went through to come up with nine Work Plan items to be discussed with the Council.

Chair Beltmann noted the Community Engagement Toolkit is almost done but rather than bringing it forward to the Council for review at this time, the Commission is going to have it reviewed by staff to see what other templates might be needed or helpful before coming to the Council for review.

Chair Beltmann indicated the Community Ambassadors and contact list is something the Commission is poised to start transitioning and move into in 2020. She noted the next three items on the Work Plan are things to keep the Commission in the advising role. She thought the work being proposed dovetails well with staff efforts and will help support what staff is currently working on.

Chair Beltmann explained the essay contest has started and this year, Spanish Immersion students will be included as a pilot program in hopes of future inclusion of other groups as well.

Chair Beltmann indicated the Commission is looking for clear direction from the Council on what the HRIEC should be working on this year.

Mayor Roe presumed the last item, review hiring and contracting practices and policies, sort of ties into some of the work that staff is doing to develop GARE work with another set of eyes as a part of that process.

Chair Beltmann explained the Commission is looking to make sure the GARE work shows up in a lot of the Commission's work because it was helpful to support what staff is already doing.

Commissioner Lee agreed and thought having another set of eyes to look at the process and work with staff to ensure that diversity and inclusion is being applied

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to what the city does. She stated there was different and innovative things that Roseville can borrow from other cities.

Councilmember Laliberte indicated she had questions on the last item as well because she did not know if she truly understood currently what the city does. She asked if the Council be updated on what is already being done, the current process regarding the GARE process, and what is legally being done. She would be very interested more in where the city is doing recruiting and looking for people who have the right background and interest that fit the jobs the city has. She did not see recruitment or the outreach piece, which would be interesting to her.

Mayor Roe thought that would be a part of the discussion, the processes and how the city is trying to reflect a more diverse and wider net of candidates for the various jobs being hired for.

Commissioner Lee noted another thing that would be helpful is having transparency in the hiring process and sharing data transparency in practices.

Councilmember Groff complimented the Commission on all of their work. He complimented Commissioner Peterson on going out and getting Commissioners to participate in the Rose Parade. He was very impressed with the Spanish Immersion School Pilot Program for the Essay Contest and will be very interested to hear how that turns out.

Councilmember Etten explained he went to the GARE presentation before the city started using it, which was a very important thing for him and he appreciated all the staff time that has gone into making that happen. He noted it has turned things around in the city with interaction with the community and there is now an internal process that is much more involved. He was open to looking for potential ways that some things could be looked at. He was concerned about citizens being on hiring panels and with schedules being worked out, which could bring the work to a halt in an effort to do that. He would personally like to see that lower on the list than some of the other things. Councilmember Etten stated he would want to know more about how the advice role would be used rather than the do role in this potentially. What he really wants to see, is the Community Engagement Toolkit. He would put three stars by that and one star by the Community Ambassadors and contact list because he thought those relate to each other. He appreciated the Rose Parade and Essay Contest as excellent things and appreciated the Commissions new outreach into the potential for the city's Hispanic learners.

Councilmember Etten noted he really wants to see the Toolkit because it will integrate with city communication functions. He thought there was a ton of work left to do on the toolkit and this was one of the most important things the Council

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has asked the Commission to do for the last couple of years. He would love to see that stay as the main item to work on.

Councilmember Etten asked regarding working with staff and other commissions, to integrate proclamations into existing program plans if the Commission would not try to create events but rather, find ways to connect with current things that are happening.

Chairperson Beltmann indicated that was correct and she thought one area where the Commission saw a lot of opportunity in this work is with the Parks Department because that department has a lot of programs going on and it would be an easy way for the Commission to work with them on programming. She thought with all of the work that was done on the proclamations last year, the Commission would like to see them lifted up more and continue.

Councilmember Willmus concurred with many of the comments Councilmember Etten had put forward. He thought when looking at the workplan, it is really aggressive and he would like to see the Commission spend more time and focus on fewer areas. He stated something that was important to him is the Community Engagement Toolkit and there are definitely some dovetails that tie in with Community Ambassadors and a good approach to take a look at.

Councilmember Willmus explained he always appreciated the essay contests and he thought the Commission's twist on that with the Spanish Immersion was a good direction. He was interested and curious to see what comes of that. He also liked the Rose Parade and thought it was a great event for broader community awareness. With respect to the last item, review hiring and contracting practices and policies, it is something he wants to dig into a little more with staff to see what that would look like and play out and before the Commission got too deep into it. He would like staff to have a conversation with the Commission about what the city can and can't do.

Mayor Roe echoed a lot of what has been said. He thought the reality of the Community Engagement Toolkit is that once it is completed and published, a significant amount of work will be done by the rest of the organization and staff to make sure it gets integrated and engagement gets more actively integrated into everything being done as a city. Once that project is done, it would free the Commission up to do some of these other things. He agreed with the comments about the Community Ambassadors because there are so many things the city does so the information could be helpful to make sure that staff is catching people in the right times and places and in the right way.

Mayor Roe noted the advice/provide feedback is something that is already ongoing and staff seems pretty good about bringing things to the Commission well enough in advance in order to provide input. He thought one of the things the Commission should be mindful of, the Community Development Department

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should be thinking about, and connecting to the HRIEC on, is the Zoning Code Update process which will commence this year once the Comprehensive Plan is adopted. He was supportive of that role for advising in a broader role.

Mr. Trudgeon thought the Council should have a discussion on the last item on the HRIEC 2020 Work Plan because the GARE process, action plan, identified a lot of actions to take in regard to hiring. He thought that was the perfect opportunity to check back in with the Commission on the GARE initiatives for both hiring and contracting practices to the extent that the city identified them. The way he reads the last item now, it could be anything and everything and could lead to a lot of frustration down the road. It seemed to him that if the HRIEC could identify more precisely what is being talked about, such as “review the GARE initiative regarding hiring and contracting practices and policies to ensure inclusion and equity” might be one way to advise on, to focus on that effort. He noted if that is gone through, there is always something more that can be done and continue to build off of that work. He stated the framework has already been created so if the HRIEC can keep within that framework, it will be helpful for everyone involved.

Chair Beltmann indicated she, herself, not the Commission, felt like she did not have an understanding of what the city is already doing, what staff has done, and what the GARE program is. So she felt like it would be premature to jump into reviewing practices and wondered if the next step on this particular piece would be to have staff present what is happening, what the system is, and then bring the work plan back to the Council mid-year to check on the progress.

Mayor Roe thought that made sense.

Councilmember Willmus thought if staff is looking at the GARE process and perhaps educating the Commission on it, and if issues arise, then there would be the opportunity to take a look things. He also thought there are things on the work plan that have been on the work plan for a significant amount of time that he would like to see the Commission get wrapped up. This is something that with review of certain hiring practices, polices, etc., can take an awful long time and he would rather see focus elsewhere. He thought it was important that the Commission leave this meeting with the understanding of the top three items the Council would like to see done.

The Council indicated the Commission should work on the following items:

Community Engagement Toolkit along with the Community Ambassadors and contact list, the Rose Fest Parade and Essay Contest.

Commissioner Djevi stated that Commission had been talking about Community Ambassadors for a few years now with the objective of going into a community they are unfamiliar with to try and get names and addresses and it had been

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difficult. He asked the Council, going forward, what kind of shape does that work take? How do we physically get that done, being outsiders to those communities? Does the Commission come up with activities, such as the Hispanic Heritage month, to try and attract people, and bring them into the discussion, as opposed to just showing up and trying to get their numbers and email.

Mayor Roe indicated that if we had the answer to that, you wouldn't have it as a work plan item. He stated that there is no question, that it is a real challenge. Maybe it is a discussion the Commission has on ways to make connections with various communities, because there are certainly things going on that we may not be aware of. But we also need to help people understand why we want to know who they are and why the city wants to stay connected with their community. It is not simply trying to get people to sign up for mailing lists. A big part of it is framing what is the connection we are trying to make, why is it important for people in the city to have a connection with their city government, what are the benefits and purposes of that connection. This has to be an intentional conversation that can then inform how outreach happens to different segments of the community because it won't be the same for everyone.

Councilmember Etten concurred with Mayor Roe's comments and appreciated Commissioner Djevi bringing it up. He stated that the City of Roseville finds it vital that we are connecting with all parts of our community, and we aren't there yet. We are looking for help. One way to start is to identify where the key locations, organizations, churches or gathering points where we might connect.

Councilmember Laliberte thought maybe the way to look at the question was that we aren't just trying to build a contact list. The second piece is the strategy; what are ways we can make people feel valued, so it isn't just one-way engagement. Some kind of inventory of things going on in the community that people are engaging with already, that we need to be aware of, or be a part of, or what groups are getting together, how often, and why? If we can connect with them, that would be helpful.

Commissioner Djevi asked if the City was open to the Commission proposing concrete ways, such as the Hispanic Heritage month, or instead of just having commissioners walk in the parade having a diversity group walk. Because that will require getting contact information from different groups so they can feel as though they are part of the process. If you get people involved in the process and make them feel like they have a say, they are more likely to stay involved. Commissioner Djevi asked what is the Council comfortable with the Commission proposing?

Councilmember Laliberte indicated that this is a process. We are trying to engage, we want to make sure people are able to find us when they need us, they have access to information coming from the city. Above that, we want people to engage with their neighbors and feel this is a welcoming community. There isn't one deliverable, it is a process. We are opening the door because we want to start the process if we haven't already.

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Councilmember Willmus indicated he was going to throw the question back to the Commission. That is what the Commission is for and we have had this conversation before. This is an area the Commission needs to spend some time discussing. We have a pretty diverse commission, and as you have those conversations, that is where the 'Advise' piece comes back to the Council. For example, the Commission could recommend to the Council "X, Y or Z" with the parade to have a greater chance of outreach to these areas. That's what the Council needs.

Mayor Roe noted that there are two objectives the Council has. One is to make sure everyone in the community has a voice in the decisions that are made by their government that affect their lives one way or another. There is also a way for people to get benefit from things the City does, such as educational programs that can help people. There are a number of different ways people can connect, and Mayor Roe appreciated Councilmember Laliberte's comment that people can connect just with their neighbors as well. Part of it may be helping people understand what city government does and why it is important that people are connected with their local government. It is really a conversation, and a process.

Chairperson Beltmann summarized the discussion with the city Council.

Mayor Roe thanked the Commission for coming to the meeting for the discussion.