

1 **Human Rights, Inclusion and Engagement Commission**  
2 **Meeting Minutes**  
3 **DRAFT – April 21, 2021 - DRAFT**

4  
5 *Pursuant to Minn. Stat. 13.D.021,*  
6 *Human Rights, Inclusion and Engagement Commission members, City Staff, and*  
7 *members of the public participated in this meeting electronically*  
8 *due to the COVID-19 pandemic.*  
9

10  
11 **Commissioners Present:** Keith Allen, Amanda Becker, Etienne Djevi, Paul Haas, Richard  
12 James, Grace Lee, Kathryn Macomber, Laura Palmquist and  
13 Adepeju Solarin.  
14

15 **Youth Commissioners:**

16  
17 **Commissioners Absent:** Youth Commissioner Beverly Yiling Xie (excused)  
18

19 **Staff Present:** Rebecca Olson, Assistant City Manager, and Thomas Brooks,  
20 Equity, and Inclusion Manager  
21

22 **Call to Order/Roll Call**  
23

24 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to  
25 order at 6:30 p.m.  
26

27 **Modification of Agenda**  
28

29 Chair Djevi suggested administering the Oath of Office to the incoming new Commissioners  
30 before the meeting continued.  
31

32 Commissioner Allen moved and Commissioner Macomber seconded a motion to modify the  
33 agenda to add the Oath of Office for new Commissioners. (there was no role call made)  
34

35 **Oath of Office to New Commissioners**  
36

37 Chair Djevi welcomed the new Commissioners and administered the Oath of Office to them.  
38

39 **Approve Agenda**  
40

41 The Agenda was approved as presented by general consensus.  
42

43 **Public Comment on Items Not on Agenda**  
44

45 Ms. Kathy Ramundt indicated she is one of the founders of Do-Good Roseville and wanted to  
46 welcome the new members of the HRIEC. She hoped the new Commission will be able to help  
47

48 make a real difference in the City. She explained there may have been roadblocks in the past but  
49 with the hiring of CultureBrokers and now with Thomas Brooks as the Equity and Inclusion  
50 Manager, the City is making an honest commitment to equity and inclusion in the City.

51  
52 Ms. Ramundt explained the reason she was at the meeting was for one person. The verdict of the  
53 Chauvin case was such a relief, and she hoped a turning point. She appreciated that in the last  
54 month Mr. Trudgeon has posted messages in support of black and brown lives because that has  
55 rarely been done in the City. She hopes it is another sign of change, however, there is one  
56 glaring omission, in the year since George Floyd was killed, they have not had one opportunity  
57 to have a Town Hall meeting with the City's elected officials or the City's Police Department.  
58 She knew that she was not alone in wanting to hear if the Roseville Police Department has made  
59 any changes since George Floyd's murder. She knew the Police Department created the Multi-  
60 Cultural Advisory Group, which she thought was a great idea, but what is happening there and  
61 what is the City's stance on protests. She indicated she saw a new social event policy which  
62 requires that anyone holding a special event must have liability insurance if there are things like  
63 a food truck or dunk tank. She wondered if there has been a rash of serious dunk tank incidence  
64 in the City that made this a requirement. She knew there have been lawsuits against the City's  
65 Police Department in the past and she wondered if officers had to have liability insurance. She  
66 did not know if that is a reasonable request or not, but she sure believed there are lots of residents  
67 who have lots of questions over what the City is doing to prevent a tragedy like George Floyd or  
68 Daunte Wright. She explained she was at the meeting to ask the Commission to ask the City to  
69 hold a town hall meeting to answer these and many other questions. One of the Commission's  
70 work items is about communication with residents. She also sent this request to the City Council  
71 and Police Department on Monday and has only had one response which was from Cory Yonke,  
72 the Police Department Community Relations Coordinator who said that due to competing  
73 priorities it is not something that can be done in the near term. She understood that these things  
74 do not happen quickly but she would like to see this on the schedule so it does happen, and she  
75 hoped the Commission can help make it happen.

76  
77 Commissioner Becker asked what Ms. Ramundt's role is with Do Good Roseville and what the  
78 group's intention is.

79  
80 Ms. Ramundt gave an update on Do Good Roseville to the Commission and what her role is with  
81 the group.

### 82 83 **Commission Response to Community Issues**

84  
85 Commissioner James read his open letter to the City Council. He indicated he has not sent this  
86 to the City Council but Chair Djevi suggested he read the letter at the meeting for feedback.

87  
88 Chair Djevi thought in looking at this past year things have been really rough but one thing he  
89 has been pleased about is the progress the City is making. There has been a lot of effort being  
90 made to advance racial equity and diversity. He thought the City is making progress, especially  
91 with hiring Mr. Brooks and CultureBrokers. He thought the Commission needs to continue to be  
92 engaged to assist in that progress, so they come out in the end as a better community. He

93 indicated the City also has a Police Chief that is really up front and has been proactively trying to  
94 change things and make things better so the City does not end up another Brooklyn Center in a  
95 year or two. He thought it would be good at one point or other if the community could know  
96 what the City is doing in order to be informed and in the loop of all the things being done with  
97 equity and diversity in the City.

98  
99 Commissioner Solarin thanked Commissioner James for his letter and appreciated what was  
100 read. He also appreciated the time he took to reach out to the Chair and to also share what he  
101 wrote with the Commission and community. She indicated as a new Commissioner she was on  
102 the Commission to support whatever work plan the Commission is working on. She indicated  
103 she was one hundred percent with Commissioner James in terms of what are the concrete steps the  
104 City can do. She seconded what Chair Djevi has said. The Chief of Police and former Chief of  
105 Police for Roseville are great. The current chief is very accessible. She indicated she used to be  
106 on the Police Civil Service Commission, which is very different and was much smaller. She is  
107 responding to any ideas the Commission has and would love to participate in the work plan.

108  
109 Commissioner James explained the reason he wrote the letter is because he really wondered who  
110 the Police Department report to. He wondered if the Police Chief reports to the City Council or  
111 who is responsible for their actions.

112  
113 Ms. Olson reviewed the structure of the City’s Organization, indicating the City has a City  
114 Manager form of Government where the City Council has one direct employee and that is the  
115 City Manager. The City Manager oversees all of the other departments and all of the department  
116 heads report directly to the City Manager. She indicated she was happy to answer any questions  
117 either offline or at another meeting.

118  
119 There was Commission discussion about Multicultural Advisory Committee (MAC) in  
120 Roseville.

121  
122 Commissioner Allen suggested inviting the Chief of Police to a meeting for some kind of meet  
123 and greet session for the community.

124  
125 **Approve Minutes**

126  
127 **a. March 17, 2021 Human Rights, Inclusion and Engagement Commission**

128  
129 Chair Djevi corrected an error on line 47-48, the sentence should read “He wanted to thank the  
130 City Leadership for the statement ~~stiff mandate~~ put out condemning the violence.”

131  
132 Commissioner Macomber moved and Commissioner James seconded a motion to approve the  
133 March 17, 2021 Human Rights, Inclusion and Engagement Commission meeting minutes as  
134 amended. Motion passed unanimously.

135  
136 **Youth Commissioner Report**

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138 **New Business**

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**a. Debrief From Joint City Council Meeting**

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Chair Djevi personally thought the meeting went well given how busy the year has been. The main accomplishment from last year was the recommendation to hire a DNI Consultant and to get an Equity and Diversity Manager hired. He thought as far as the workplan going forward, the Council was open to letting the Commission be active in the community and hopefully bring back ideas that are doable and will engage people in the community differently.

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152

Commissioner Lee thought the meeting went better than last year and that the City Council was more supportive this year, generally speaking. She left with a more positive feeling than she did the year before.

153

154

155

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158

Commissioner Becker commented on the commitments the Council read through and discussed. She was curious if the City Council had a counter to that in terms of an actual vision in what they are hoping to achieve with those commitments, in terms of the Commission being focused on the job of making more connections in the community.

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165

Chair Djevi indicated the vision from the City has been to make sure that everyone in the City feels a part of the community and feels welcome and that everyone's opinions count. Traditionally the City has struggled in finding certain groups of people in the community to engage with so the mission for the Commission has been to find ways to get into the communities that are not traditionally active or less engaged so that City policies are made with good input from these communities.

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Ms. Olson explained that a lot of what is in the document referenced, the Strategic Racial Equity Action Plan (SREAP), at the very beginning of that document, trying to tie things to some of the mission of the City, the community aspirations, the racial equity narrative. Those right now are sort of serving as the guiding vision. She mentioned that at a previous Council meeting there was discussion about potentially looking at doing a broader community visioning type event and something staff will be bringing forward to the City Council for consideration in probably 2022.

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180

Commissioner Lee indicated her whole take on the vision thing was the whole race equity narrative. The whole thing says that basically your race will not determine your life's outcomes, which is what the community wants, and that the City will be more conscious in how they are doing things. Everything in that narrative, to her, was the vision. She indicated she did not want to take much more time visioning because she thought much of that has been done.

181

182

Chair Djevi thought this would be a good discussion in the next topic.

183 Commissioner Lee indicated she would like to see action items to the meeting,  
184 acknowledging the work and progress of different groups and Commissions in the  
185 City as a kind of heads up that the community wants to hear some kind of update or  
186 communication regularly. She thought it would be nice if the Commission could  
187 follow up on some things.

188  
189 Chair Djevi indicated he planned on bringing this up at the next MAC meeting.  
190

191 Commissioner Allen responded to the joint meeting and was glad that the City  
192 Council did not put pressure on CultureBrokers or the Commission to move quickly  
193 and he believed that after the Commission shared the Commission workplan and  
194 knowing the stress and tension and where the community is at, his hope is that as the  
195 Commission fulfills this workplan in 2021, he thought the Commission should be  
196 open that the workplan may not look the same and the Commission will probably  
197 have to consider letting a lot go that traditionally this Commission has done if the  
198 Commission really wants to get deeply involved in the City Government and the  
199 community.  
200

201 Commissioner Solarin agreed with Commissioner Lee. She wondered if it was  
202 possible to have action items. She thought there was a lot of information that comes  
203 from a ten-member Commission and she thought action items would allow them to  
204 streamline some of the work and allow the Commission to assess what they will not  
205 be able to get done.  
206

207 Chair Djevi thought discussing the workplan may be a good place for them to put  
208 down action items.  
209

210 Ms. Olson highlighted a couple of things from the Joint meeting that the Commission  
211 needs to have discussion on. She noted the Commission needed to look over the  
212 commitment section, which was a part of the SREAP. She explained the Council  
213 wants feedback on that and with that understanding, the Council is hoping to get  
214 feedback in a relatively timely manner. She also noted another priority item for the  
215 Council is the Proclamation Pilot Program that they were supportive of continuing.  
216

217 **b. Update from CultureBrokers**  
218

219 Ms. Olson reviewed the City's Commitments that is in the report presented to the  
220 City Council.  
221

222 Ms. Lisa Tabor, CultureBrokers indicated the commitments outlines a few more  
223 specific actions or considerations that the City will make as it is executing its work.  
224 It is slightly different from the Equity statement where it goes on to elaborate on how  
225 the City will achieve Equity.  
226

227 Chair Djevi thought what the City Council wanted from the Commission is what does  
228 the Commission think about the commitment and perhaps what could be the role of  
229 the HRIEC in reaching some of these goals and strategies listed in the commitment.  
230 He thought the Commission should spend the build of their time discussing to  
231 perhaps come up with ways to be helpful as a community group in helping the City  
232 reach these goals.

233  
234 Ms. Olson clarified what she thought the Council was looking for is if these are the  
235 appropriate commitments that should be made in order to accomplish this work and  
236 getting into the strategies of how to do that is a later on conversation.

237  
238 Commissioner Lee thought one thing that was missing from the commitment was a  
239 commitment to transparency, whether that is in data or how the Council is doing  
240 things.

241  
242 Commissioner Becker asked for clarity because her understanding is when you come  
243 up with commitments there is typically a group of people in a room that is sort of  
244 visualizing what they want, and she understands that the narrative around equity is  
245 sort of the synopsis of that and their commitment. She was asking because she was  
246 not a part of that group and it is not typical that people outside of that group  
247 potentially would look at the end commitments and say that is what has come out of  
248 their visualizing. To be perfectly honest, as a community member, what she is trying  
249 to get at is how can they engage. She wondered if there were community members  
250 that had not been heard from that participated in coming up with these commitments.  
251 Can she trust that people that were not heard were part of this process and they put  
252 these commitments down or was it just staff and City leaders saying this is what we  
253 will commit to, in which case, she still felt like she was missing some of the  
254 conversation around those decisions and is there a way the Commission can look at  
255 this and say engaging our community is something the Commission can start to take  
256 on as an action item, what does that look like.

257  
258 Commissioner Lee asked if some committee of staff that went through the GARE  
259 training develop this.

260  
261 Ms. Olson indicated it was the City's Strategy Team. She reviewed the Strategy  
262 Team and what the job of the team is. She thought the intent is that as this group is  
263 an Advisory Commission to the Council and each Commissioner is a representative  
264 of the community, that is why the intent was to bring this to them to get feedback, not  
265 necessarily tonight.

266  
267 Ms. Tabor indicated on the commitments, the Commission was asked to give  
268 feedback on just the commitments but while they can sort of stand alone, they are  
269 really a part and parcel of the entire beginning part of the Equity Strategic Action  
270 Plan (ESAP). These are actually partnered with some of the other items in the ESAP  
271 that point to how to share information, the fact that data needs to be disaggregated

272 and some other portions of that initial narrative. The Commission will probably want  
273 to be examining those commitments in that context, along with all of the other stuff  
274 that is a part of this. The other thing that is important to note is that the Equity  
275 Strategic Action Plan is designed as an operational plan for City Government. It  
276 really is about City leaders saying this is what they are going to do in order to deliver  
277 on the plan. This is how the City is going to behave and operate when the plan is  
278 delivered. She noted it was her understanding that there has been community input  
279 all along the way and especially also related to the Government Alliance on Racial  
280 Equity (GARE). She indicated the City will be engaging with the community and  
281 actually asking the community with help in developing portions of the SAEP, but  
282 they need to move things along and make sure that policy practice-built environment  
283 in this City under City Government control is changed. She did not think that a big,  
284 huge, community visioning is going to be as effective as just moving what the  
285 Commission has already heard from the community along.

286  
287 Mr. Brooks thought that was a good reminder. He knew that when they think about  
288 equity there is so much that comes to mind that they want to see fixed right away and  
289 he thought that was a good reminder that in many ways this is a staff document, staff  
290 guide, to change the way they do business as a City. He indicated it is a part of the  
291 plan to include the HRIEC and community engagement along the way. That is a huge  
292 part of this but keep in mind that this is mostly an internal staff guiding document.

293  
294 Commissioner Solarin thought what she is hearing from Commissioner Lee is if their  
295 role is representation of this statement and the Commission is being tasked with  
296 advising and engage and in some ways give their blessing, the Commission would  
297 need to know more about what is going on and right now she does not know that.  
298 She did commend staff on the work that is going on. The Racial Equity page keeps  
299 updating.

300  
301 Commissioner James thought this was a good discussion but indicated he would need  
302 time to read through this and to react to it and see what kind of things are needed.

303  
304 Chair Djevi recapped his understanding of where they are on this item. He thought  
305 this should be placed on the agenda for May and allow the Commission to read and  
306 make notes for that meeting for discussion.

307  
308 Action Item: Commissioners review the commitments and prepare to come back with  
309 feedback at the May meeting.

310  
311 Chair Djevi suggested the Commission reach out to their networks in the City so that  
312 what is brought back is representative of the community. He suggested the  
313 Commission send their notes and feedback to Mr. Brooks to consolidate for  
314 discussion at the May meeting. He asked the Commission to submit their feedback  
315 by May 5<sup>th</sup>.

316

317 Ms. Olson shared with the Commission the plan for bringing this item to the City  
318 Council in the future.

319  
320 There was discussion between staff and the Commission on the timeline for feedback.

321  
322 **c. Workplan Updates**

323 Ms. Olson updated the Commission on the status of the workplan to date.

324  
325  
326 Commissioner James indicated regarding the Essay Contest, he recommended these  
327 get posted on the website and invite the authors to appear before the City Council.  
328 He also indicated he did contact CTV and was told it would not work for them to do  
329 anything with CTV this year but was open to working with the Commission in the  
330 future. He would also like for the Essay authors receive a certificate from the City.

331  
332 Ms. Olson indicated she has reached out to all the entrants and invited them to the  
333 May 3<sup>rd</sup> City Council meeting. She noted she has heard from one of them that will be  
334 there. All of the entrants will be recognized at the May 3<sup>rd</sup> Council meeting and also  
335 plan on having them on the HRIEC webpage as well as to put a blurb in the  
336 newsletter.

337  
338 Commissioner James explained there are four topics for the next Essay Contest. He  
339 asked for the Commission to give him or Youth Commission Xie feedback on these  
340 topics for the May meeting. He also asked if anyone else on the Commission wanted  
341 to work on this, he would be open to that as well.

342  
343 Commissioner Allen updated the Commission on the Rosefest Parade and thought  
344 there was indication the parade would be cancelled. He hoped a decision is made  
345 soon.

346  
347 Ms. Olson is also waiting on the Park and Rec Department on the status of the parade.  
348 She indicated as soon as she knows she will update the Commission.

349  
350 Commissioner Lee updated the Commission on the Community Feedback Response.  
351 She noted there was some confusion about this item at the joint City Council meeting.  
352 She indicated the sub-group will compile the information and come up with a list of  
353 suggestions and recommendation to bring to the full Commission.

354  
355 Commissioner James thought it would be helpful for the sub-commission to delve  
356 into when a comment comes to the Commission, what is the Commission going to do.  
357 Will there be an official response, he knew individually the Commissioners could  
358 respond but he wondered if there would be an official response, who will do it and  
359 how is that going to be put together. He thought that was an important aspect.

360



361 Ms. Olson updated the Commission on the Commission Recruitment, and  
362 Commission Interviews that the Strategy Team is working on.

363  
364 Commissioner James updated the Commission on the Onboarding item in the  
365 workplan. He indicated the new members can reach out to their buddy for help or  
366 information needed.

367  
368 Commissioner Djevi indicated he did not have an update on the Community  
369 Outreach.

370

### 371 **Other New Business or Reports**

#### 372 a. **Monthly Proclamation Updates**

373

374 Commissioner James indicated the proclamations subgroup came up with a list of  
375 ideas, ways to supplement the proclamations. If the Commission and City  
376 Government want to move just beyond reading the proclamations, they need to make  
377 them more meaningful. He noted the document is a beginning and the sub-group  
378 would like Commission ideas and comments to add.

379

380 Ms. Olson asked if the Commission had any changes to the Asian American and  
381 Pacific Island Heritage Month or LGBTQIA+ Month proclamations. She noted these  
382 two proclamations will be read at the April 26<sup>th</sup> City Council meeting.

383

384 Chair Djevi wondered if perhaps after the ninth “Whereas” in the AAPIH  
385 proclamation something could be added to the extent of hate violence against Asian  
386 Americans hurt whole communities so that is reflecting what is going on right now.

387

388 Commissioner Macomber thought a sentence might work better in the next  
389 “Whereas” paragraph.

390

391 Ms. Olson wondered if the statement should be a separate “Whereas” or included in  
392 one of the current ones.

393

394 Commissioner James thought a separate “Whereas” would be more impactful.

395

396 Commissioner Lee wondered what the statement “Despite all the progress,” meant.  
397 She indicated she could write up the Whereas for the Commission and send it to Ms.  
398 Olson because she also thought it should say something about not only the anti-Asian  
399 violence but how Asian is, whether or not born in the USA and are citizens, are  
400 always considered other.

401

402 Mr. Brooks indicated in the proclamation it actually lists several Asian AAPI cultural  
403 groups and knowing that the City has a decent size Karen population in Roseville  
404 should that be called out as well and not leave them out.

405

406 Chair Djevi thought that would be ideal. He asked if there anything that needs to be  
407 changed or added to the June LGTBQIA+ proclamation. He noted he received some  
408 correspondence from a group based in the City that is interested in conversion therapy  
409 being banned in the City. He admitted he has not done any research on this and does  
410 not know if it is currently being done in the City, but it would be something really  
411 concrete for the LGTBQIA+ community that could be concrete action that could be  
412 linked to the June proclamation that could affect their lives.

413  
414 Commissioner James suggested this recommendation be made to the City Council to  
415 take that action. He thought it would be an action that made sense and might make it  
416 stronger if it were a recommendation from the Commission.

417  
418 Chair Djevi concurred and thought the Commission needed to come up with good  
419 arguments that could be discussed and based on those arguments, make a strong case  
420 for why the Commission thinks it should be banned. He proposed this be done at the  
421 May meeting.

422  
423 **b. March Equity Report**

424  
425 Ms. Olson updated the Commission on the March Equity report.

426  
427 **c. Staff Updates**

428  
429 Ms. Olson updated the Commission on the City Council May 3<sup>rd</sup> Agenda. She noted  
430 there will be an outgoing Commission recognition at the meeting as well as the Youth  
431 Commissioner Voting item.

432  
433 Chair Djevi invited the Commission to attend the May 3<sup>rd</sup> City Council meeting.

434  
435 Ms. Olson also updated the Commission on the Just Deeds Organization and  
436 explained what that organization does. She indicated the organization wondered if  
437 the members could come to the May HRIEC meeting to do a presentation on Just  
438 Deeds and see if the Commission would help support the staff recommended support  
439 of this.

440  
441 Commissioner Lee thought the Commission could give the organization ten minutes  
442 of the meeting time. She indicated it is a presentation and should not take that long.

443  
444 Chair Djevi indicated he was onboard with a presentation at the next meeting.

445  
446 Commissioner James explained he would like to get something ahead of time in order  
447 to be more informed at the meeting.

448

449 Ms. Olson suggested the organization put information in the May agenda packet and  
450 if the Commission want more information than the organization can be invited to  
451 come to the May meeting.

452  
453 The majority of Commissioners wanted to have a presentation.

454  
455 Ms. Olson indicated she will be officially transferring her staff liaison duties over to  
456 Mr. Brooks. She explained she will still be available, but Mr. Brooks will be the  
457 direct contact in the City and will facilitate future meetings.

458  
459 Commissioner Lee thanked Ms. Olson for all she has done for the Commission.

460  
461 Chair Djevi thanked Ms. Olson for all her support and help over the last four years.  
462 He noted she has been real instrumental in getting the Commission where it is today.

463  
464 **Announcements**

465  
466 **Future Agenda Items**

467  
468 **Adjournment**

469  
470 Commissioner Lee moved and Commissioner Allen seconded a motion to adjourn. Motion  
471 carried unanimously.

472  
473 Chair Djevi adjourned the meeting at 8:56 p.m.

474  
475 Respectfully submitted,

476  
477 Sue Osbeck  
478 *TimeSaver Off Site Secretarial, Inc.*