

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **May 19, 2021**
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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, and Adepeju Solarin
13 (Peju).
14

15 **Youth Commissioners:** Beverly Yiling Xie
16

17 **Commissioners Absent:** Laura Palmquist (excused)
18

19 **Staff Present:** Thomas Brooks, Equity, and Inclusion Manager
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21 **Call to Order/Roll Call**
22

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

26 **Approve Agenda**
27

28 Commissioner James wondered if an action item could be added to the meeting if it is not on the
29 agenda.
30

31 Vice Chair Lee indicated the items in question, the Essay Contest and Proclamations will be
32 discussed after Item 7D.
33

34 Chair Djevi suggested those items be discussed in the Work Plan Direction discussion.
35

36 Commissioner Peju moved and Commissioner James seconded a motion to approve the Agenda
37 as amended, adding short discussions on the proclamations and the essay contest after Agenda
38 7D. Motion passed unanimously.
39

40 **Public Comment on Items Not on Agenda**
41

42 **Commission Response to Community Issues**

43 Commissioner Macomber thanked Commissioner Lee and Youth Commissioner Xie for the
44 Asian American Panel discussion carried on Channel 9. She appreciated the work that went into
45 doing that.
46

47 Chair Djevi added it was a pleasure working with Commissioner Lee, Youth Commissioner Xie,
48 9North and staff to get that going. He indicated he personally learned a lot from watching and
49 being there.

50

51 Commissioner Peju seconded the thanks to everyone that was involved and participated.

52

53 **Approve Minutes**

54

55 **a. April 21, 2021 Human Rights, Inclusion and Engagement Commission**

56

57 Commissioner Peju indicated there were some aspects of the minutes that seemed to summarize.
58 For example, on the last page, a couple of paragraphs in there, it looks like some of the
59 conversations had about Just Deeds, some of it was omitted when she read through the minutes.

60

61 Mr. Brooks indicated the minutes were transcribed and staff did not remove anything from the
62 minutes. He noted he could go back and see if there is anything that needed to be reviewed and
63 added.

64

65 Chair Djevi noted over the last several months he has noted that the minutes have not been
66 verbatim as much as previously done and he was not sure how it got to that point, but he thought
67 Commissioner Peju is making a good point in that if there is discussion that the Commission had
68 then it should be a part of the minutes.

69

70 Mr. Brooks indicated he will connect with Assistant City Manager Olson offline for this. He
71 explained he was not familiar with meeting minutes that show word for word about what
72 happens in the meeting but if that is the HRIEC request then staff will certainly foresee that.

73

74 Commissioner James explained on line 230, the word “build” is supposed to be “bulk”.

75

76 Commissioner Becker agreed in part with Commissioner Peju about the detail and suggested if
77 not verbatim, to include more detail than what has been captured.

78

79 Commissioner James explained his experience with previous public entities in the past have been
80 that some meetings are word for word, and some are summaries. He thought the Commission
81 needed to decide which direction they want to go. He would prefer to have as close to word for
82 word as possible because sometimes the Commission gets into really interesting deep discussions
83 that they may want to refer back to at some future time.

84

85 Chair Djevi thought if the minutes could be taken as close as possible to what was discussed
86 would be helpful.

87

88 Commissioner Peju added what the Commission can do it have both summarized and verbatim.
89 She indicated she has used transcription services before which is how she noticed a difference.

90 The Commission can have something summarized with access to the transcribed version. For

91 example, right now the Commission is having a live transcript so it could be summarized and if

92 you want to know more the live transcript, which is available, could be made accessible, as
93 opposed to what it is right now, which is not clear.

94

95 Mr. Brooks explained he will touch base with Ms. Olson to find out what the limitations are on
96 the capability is of the transcription service.

97

98 Commissioner Lee moved and Commissioner Macomber seconded a motion to approve the April
99 21, 2021 Human Rights, Inclusion and Engagement Commission meeting minutes as amended.
100 Motion passed 8 ayes, 1 abstain (Peju).

101

102 **Youth Commissioner Report**

103 Youth Commissioner Xie reported on the panel discussion collaboration of Chair Djevi, Vice-
104 Chair Lee and herself to discuss Anti-Asian hate and sentiment. She indicated they all worked
105 hard, and she wanted to especially recognize Vice Chair Lee for moderating the discussion and
106 having a whole bunch of emails back and forth with 9North. She indicated she was really happy
107 that her dream was able to come true with all of them together. She also indicated a while ago,
108 early May, the School Board actually reached out to her school, there was panel discussion with
109 students because the School Board wanted to hear what the students had to say in regard to
110 school policies and how they feel at Roseville Area Schools. She noted she goes to a Roseville
111 Area School so she was supposed to be a part of that discussion but then something got in the
112 way last minute so she could not, but she thought it was really amazing that the School Board is
113 now trying to reach out to students and hear what they think.

114

115 Chair Djevi thanked Youth Commissioner Xie for her work.

116

117 Commissioner Allen thought it was always great to see and hear the work Youth Commissioner
118 Xie is doing and he thanked her.

119

120 Commissioner Becker also thanked Commissioner Xie and asked her to tell the Commission a
121 little more about how the School Board reached out to the students. She asked if it was to the
122 general population asking if anyone wanted to speak.

123

124 Youth Commissioner Xie explained she has a friend that is on a different multi-cultural council
125 of student, but she could not remember the name of it, but it is at the school. She thought it was
126 the Vice Principal that reached out to the council that her friend was in about this opportunity
127 and her friend knew that she was a Youth Commissioner for the City of Roseville and her friend
128 asked her to join them for the discussion. She indicated she was able to get the Zoom link and
129 everything, but something came up last minute and she could not attend.

130

131 Commissioner Haas appreciated the hard work and effort.

132

133 Commissioner James thought this was an example of the kind of opportunity the Commission
134 should pursue even more to coordinate what the Commission does to the schools. He thought
135 moving forward, looking for more ways of having this coordination is going to be helpful to the
136 Commission and to the School Board.

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Commissioner Macomber thanked Youth Commissioner Xie.

Chair Djevi thanked Commissioner Lee for doing a wonderful job of moderating it and he seconded the point that Commissioner James mentioned that this is the kind of work he believed the Commission should be leading on and try to have community discussion and conversations to bring people together. He noted he was happy to be a part of this.

New Business

a. Presentation of Just Deeds from Community Development

Equity and Inclusion Manager Brooks introduced Community Development Director Janice Gundlach and Senior Planner Bryan Lloyd who presented the Discriminatory Covenants and Just Deeds to the Commission.

Vice Chair Lee asked for example, if she were a homeowner trying to sell her house, she noted she has had a number of home transactions and never has read the deed, how would she know whether or not that is in there, and if there is, and it sounds like as long as the City is a member of Just Deeds than Just Deeds will provide the legal services to change the deed for her. As a homeowner, she wondered if it would cost her anything extra.

Ms. Gundlach indicated that was correct and explained that basically the really good thing about mapping prejudice is they have the data now, property by property. Very soon, once it is up on their website, anyone can go onto the website and look at their property to see if there is one actually recorded against the property. It is very rare that people see their full deeds.

Vice Chair Lee indicated a lot of people do not even read what the City Council passes either and if she were not on the Commission, they are not going to know that such a thing even exists so she wondered how a homeowner would know to even look for that. She asked she sold her house and had no idea that this thing even existed, and it is still in the deed, would she get in trouble later that she did not know it was there.

Ms. Gundlach explained there is not any legal penalty against homeowners who have these historically obsolete covenants recorded against their property. The City does intend to promote this on the City’s website. She noted she visited the City of Minnetonka’s website and envision Roseville will handle this similarly with a special section under the Equity website content regarding Just Deeds with a presentation explaining it, providing an application process to connect with staff. She indicated anyone could search their property to see if there is one of these attached and if found, the owner would have the ability to connect with staff to have them discharged.

182 Ms. Gundlach explained part of the Just Deeds mission is communicating this out to
183 the public. A portion of this would be engaging with the public on now that this
184 information is available, take a look at it. The City will share the webinar that
185 Ramsey County had when they launched this map. There will be a communication
186 engagement component related to this if the City does decide to move forward and
187 join Just Deeds.

188
189 Vice Chair Lee recommended communicating this out to realtors as well because they
190 are usually the ones advising homeowners and people looking for homes.

191
192 Commissioner James asked what it would take to have these covenants removed from
193 a deed. He wondered if there was any State law or legal procedure that can be done
194 to just do them all mass so that all of them are eliminated, besides the laws are passed
195 and it cannot be enforced, but as long as they are there, they still present an issue, in
196 his mind, for people of color.

197
198 Ms. Gundlach explained Just Deeds really feels like just eliminating them is sort of
199 just getting rid of the problem and the actual recording of a document that disavows
200 the previous covenant is a way to sort of recognize the history, educate the public,
201 and learn from it and move forward. That is why the path that Just Deeds has
202 designed is to record additional documents, rather than just eliminating their prior
203 existence.

204
205 Commissioner James suggested this information be included in the City newsletter on
206 a regular basis going forward.

207
208 Commissioner Peju thanked staff for the presentation. She noted there is a lot in the
209 materials that she is really excited about. As staff rightly said, Just Deeds partners
210 with different cities and they have to lock in. She explained she would like to add on
211 to what Commissioner James said regarding outreach. If it is in the newsletter, part
212 of the City outreach might be for the next one to three years, considering that these
213 things have been around for over forty years, it is something that should be in the
214 newsletter. She also wanted to add on that she is really excited that this is a project of
215 the Golden Valley Human Rights Commission which gives an example of what
216 Roseville can do, given that Roseville is basically on the U of M Campus and
217 Roseville knows they have several partners. She assumed several Commissioners had
218 partnerships with the U of M as well. She mentioned that in the inter-office memo
219 there are six bullets and she numbered them. She would say that, for example, what
220 Just Deeds is saying, “Engage in community conversations on race and housing” and
221 a few other things, she wanted to highlight that. For example, at their last meeting,
222 one of the founders of Do-Good Roseville was at the meeting talking about similar
223 things. These are things that are specifically for Roseville, separate from other cities.
224 She thought the City should be reaching out to people who are already doing the
225 work, not to reinvent the wheel and she thought Do Good Roseville has done several
226 items on mapping prejudice and then in addition to that, last November an

227 organization she is a part of The Minnesota Cooperative conflict collaborative in
228 connection with Do Good Roseville and the Police Department, Cory Yunke,
229 Community Relations Department, were talking about something similar. Creating a
230 map of belonging in Roseville. These are areas specific to Roseville where the
231 Commission could outline and add to.

232
233 Commissioner Becker thanked staff for being at the meeting because she thought this
234 was very important, especially with the work CultureBrokers is doing and Mr.
235 Brooks's is doing and felt very inline with where the City is moving.

236
237 Commissioner Haas agreed and thanked staff for the presentation.

238
239 Youth Commissioner Xie indicated she unfortunately did not know what a deed is.
240 She wondered if there was an actual example of the wording the Commission could
241 see in a deed.

242
243 Mr. Lloyd explained what a deed is and indicated it spells out the terms of that
244 ownership. He explained the wording in the staff report did come verbatim from an
245 actual deed which identified different groups of people that were explicitly prohibited
246 from owning and occupying these properties.

247
248 Chair Djevi asked how individual homeowners that have these deeds and may not
249 even be aware of them be informed.

250
251 Ms. Gundlach explained staff has not actually figured out what method to use to
252 communicate with the properties that have these. There would certainly be the ability
253 to do an actual letter delivered to the properties that have these racially restrictive
254 covenants based on the property level analysis that Mapping Prejudice would do.
255 Those owners would have to come to the City to note interest in discharging it and
256 staff would have to collect some basic information from the resident. Once the City
257 had that information it would be turned over to Just Deeds and they will handle the
258 covenant and recording and send it back then it would be the City's responsibility, at
259 the local level, to notify Mapping Prejudice that the property can be removed from
260 the map.

261
262 Chair Djevi asked how often education of the community came up in the document
263 staff sent including inputting information. He wondered what kind of a role the
264 Commission can play in educating the community so that once things start to roll
265 from the City side, the Commission is then helping.

266
267 Ms. Gundlach indicated the Commission as individuals have property-owner friends
268 in the City where the Commissioners can make them aware of this. A lot of people
269 are not aware of these, and the language is pretty stark, and people are quite shocked
270 when they are made aware of them. As individual property owners and residents in
271 the City the Commission could engage in conversations.

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Chair Djevi indicated in the resolution there was a point where it talks about identifying contemporary discriminatory practices. He wondered if there was a way to expand a little bit in the resolution about what those practices might be. He personally thought about what led to the housing crisis in 2008 starting way back in 1990’s where subprime mortgages targeting black communities but nothing was done until it hit the general population. He wondered if there was a way to be more specific on those things so that there are concrete things the City will be looking at.

Ms. Gundlach thought Mr. Lloyd and herself could work on bullet pointing some examples of policies and practices within that clause of the resolution so that it has more meaning when it gets to Council and gets adopted as part of this.

Chair Djevi thanked staff for taking this on and felt it was very critical when talking about community engagement and making everyone feel welcome. This is going to make people feel like they are valued and a part of this community.

Commissioner Lee moved and Commissioner Macomber seconded a motion to recommend to City Council to adopt the Resolution in attachment B and being in agreement with the Mission Statement. Motion passed unanimously.

- b. CultureBrokers, LLC Update**
- c. HRIEC Feedback on SREAP Commitments Section**

Mr. Brooks updated the Commission on the narrative of the Equity Strategic Equity Plan. He shared comments from the Commissioners as shown in the packet and the results of that conversations. He indicated Chair Djevi suggested the following additional commitment recommendations: Practicing fair and bias free policing that respects the human rights of all individuals, Breaking the cycle of school-to-prison pipeline and mass incarceration and Providing opportunities for cross-cultural and cross-racial conversations to build an integrated community.

Mr. Brooks suggested a staff summary for the Commitments Section Addition which read: “Committing to prioritize departmental equity challenges in addition to the SREAP Problem Statements, including (but not limited to) reforming the policies of the Roseville Police Department and interactions between police officers and community members of color.” He explained everything with in the SREAP document is higher level so typically these commitments would impact every department within the City of Roseville. He noted this follows that same format in that it speaks to every department’s commitment to tackling equity related challenges but does specifically call out the fact that they need intentional effort focused on the Police Department.

316 Chair Djevi explained starting with Practicing fair and bias free policing, this is
317 something that the Police Department has been doing for several years and the
318 commitment is present. His thinking behind proposing this is to make it a part of
319 what is being done so that in case this change in leadership, you never know if the
320 commitment will continue to be present and the work continues. He thought having
321 that long term vision, making sure that the good work being done today continues no
322 matter what change may happen going forward. He explained this is what the MAC
323 is trying to do. He noted being on the MAC and Commission, it is important for him
324 to have this added.

325
326 Chair Djevi explained the second commitment regarding school-to-prison pipeline, is
327 one that also is going to look at racial discrimination, racial overall outcome to people
328 of color in life and what kind of activity or work can the City do with the School
329 District that is located within the City so that the work of breaking that cycle is not
330 just a School District thing but a community thing. Lastly, when looking at
331 communities living together but not knowing each other, the one factor that he found
332 to be present all the time is the lack of conversation. If you do not communicate with
333 other people, you function based on bias and think that may be untrue. If they are
334 looking at Roseville in twenty to thirty years, what is going to have to happen for a
335 community where everyone feels like they are a part of the community and with
336 trans-racial, cross-racial conversation happens without bias. This will not happen
337 without conversation. He asked if the City could commit to providing what is needed
338 for this kind of conversation.

339
340 Vice-Chair Lee indicated Chair Djevi recommended the three things and Mr. Brooks
341 recommended to summarize it into the statement paragraph.

342
343 Mr. Brooks indicated that was correct.

344
345 Vice-Chair Lee asked if that paragraph would go under the Commitment Section and
346 be another bullet point.

347
348 Mr. Brooks agreed.

349
350 Vice-Chair Lee thought Chair Djevi was very specific in what he was calling out but
351 then Mr. Brooks summarized it in a higher tier.

352
353 Mr. Brooks explained the idea behind it was that these commitments will drive all of
354 the problem statements. To have it so specific at the commitment level to policing
355 and specific practices in policing, makes it really difficult to relate those to each of
356 the problem statements but if they call out specifically that every department needs to
357 focus on equity related challenges and call out the police, that is actually something
358 that can be adopted and grow with as they start to get into each of the problem
359 statements and as those problem statements start to evolve because they may be one

360 thing today but know there are so many other things that the City needs to work on as
361 well and those problem statements will start to change in the future as well.

362
363 Vice-Chair Lee thought maybe just committing to prioritizing department equity
364 challenges in policies and practices because equity challenges are kind of vague but if
365 they are talking about addressing the policies and practices of the City's departments
366 that are causing the equity challenges, maybe put it in the initial part instead of in the
367 example. She indicated she was fine with it.

368
369 Commissioner Peju thanked Mr. Brooks for giving context and Chair Djevi for also
370 providing more context. She thought the summary felt very different from the
371 feedback that Chair Djevi gave. She indicated she would not be comfortable with
372 this. She would love to hear more about what Mr. Brooks says about the difficulty.
373 She understands that things change but she thought that they can date this, just like
374 with amendments. She thought what Chair Djevi is bringing from the MAC and this
375 specific, there could always be subsections. She thought the summary looked quite
376 different from what was suggested, and she would prefer to have it more in line with
377 what Chair Djevi is asking for.

378
379 Commissioner Becker indicated she had some different thoughts as well. A part of it
380 for her is this last statement from Chair Djevi about Providing opportunities for cross-
381 cultural and cross-racial conversations, is incredibly valuable and she hoped things
382 that will start seeing the action plan section of this process. She is trying to think
383 about Breaking the cycle of school-to-prison pipeline and mass incarceration does
384 feel like hard to wrap into the thirty-thousand-foot summary but the first statement
385 about Practicing fair and bias free policing that respects the human rights of all
386 individuals, it does feel like it is within the summary section. She thought it might be
387 a matter of hearing a little bit more about how the break in the cycle, she was trying
388 to think about it in the context of the commitments themselves and maybe
389 CultureBrokers can help to provide more context around that as well.

390
391 Commissioner James thought Commissioner Becker's comments are what he feels as
392 well. His question is, are the three things that Chair Djevi wrote more of a next step
393 or is that a part of the step the Commission is looking at right now.

394
395 Mr. Brooks thought one of the difficult things for the Commission not being involved
396 with staff on a day-to-day basis is just realizing how staff got to the problem
397 statements and priorities that they came up with. Knowing that policing is such a big
398 issue in the community and something that they all personally relate to, staff really
399 wanted to prioritize and one of the reasons why he was brought in was to really to
400 work to change things from within the organization. He understood and agreed that it
401 does include policing and the Police Department has been working on that and
402 continue to focus on that but there were three priorities on the three problem
403 statements, diversifying the workforce, diversifying Boards and Commissions, and
404 using a racial equity lens in everything the City does. Those are the three priorities

405 that they wanted to tackle first and get down immediately as a foundation in order to
406 create the capacity to tackle some of the more specific problems down the road.
407 Those problem statements will not stay the same long term and will change and
408 evolve. All of these are things he wants to tackle, and he is excited about this. He
409 indicated he can certainly take another look at this statement and try to be a little
410 more specific related to Chair Djevi's comments. He indicated he was not afraid to
411 make some radical changes with police and he did not want to give the indication that
412 was what he was trying to do but he also wanted to be respectful of the SREAP
413 document in its current form and what they are prioritizing and trying to do as a City.
414 The hope is that if they keep it narrow and do these three things really well, it will set
415 them up even better to tackle some of the things on the list.

416
417 Commissioner James thought if there was a way of keeping Chair Djevi's three points
418 somewhere so that they do not get lost as summaries are done.

419
420 Mr. Brooks did not think it was hurtful to be a little more specific, especially knowing
421 that the Police Department is already working on these things and a priority for the
422 City.

423
424 Commissioner Allen indicated he did like how the summary is capturing at a high
425 level and actually some of the deeper details of what Commission Djevi pulled out
426 and Mr. Brooks will probably figure out another way to go deeper with this. He
427 indicated he was fine with the direction this is headed.

428
429 Youth Commissioner Xie was curious on how exactly Mr. Brooks is helping and
430 having discussions with Roseville Area Schools to help break the school to prison
431 pipeline. She noted she would like more specifics on that.

432
433 Chair Djevi noted for the sake of time he wondered if Youth Commission Xie and
434 Mr. Brooks could connect later or put this on as an agenda item for the next meeting
435 so that the meeting can stay on schedule.

436
437 Vice-Chair Lee explained Mr. Brooks's example in the summary kind of more
438 particularly covers the first point and the third point could be used as an example in
439 the other commitment that talks about improving engagement with community
440 members and then the second point, could be used as an example under developing
441 relationships and increase collaboration with community leaders. After reading the
442 commitments she liked the wording "breaking the cycle" because most of the
443 commitments are improving engagement and developing relationships, it is all very
444 good but less strong than breaking cycles.

445
446 Youth Commissioner Xie indicated she read the document and thought most of it is
447 good but there is something she would propose to change. It is that she sees the
448 document has a lot of proclamations and saying things like "everyone should feel safe

449 in Roseville regardless of creed, gender, etc.”, she would like to see more action items
450 and how they are planning to do it rather than statements.

451
452 Mr. Brooks explained the document reviewed is the foundation of the document. A
453 lot of work has gone into creating the entire document and this is just the foundation
454 of it. Right now, the strategy team at the City of Roseville has been working to
455 develop, they have finalized three problem statements that he previously mentioned
456 and underneath each of those problem statements is a long list of actionable steps that
457 has to happen over the next couple of years. That information will be presented to the
458 HRIEC at some point to keep them in the loop and updated.

459
460 Ms. Lisa Tabor, CultureBrokers thought Mr. Brooks did great in talking about all of
461 this and the intention behind the narrative section. She thought she would just
462 reiterate that the narrative section is intended to be the foundation for the work and
463 provides more of a stable kind of framework for approaching the overall equity work
464 and being really clear about those commitments. It is the second part that Mr. Brooks
465 is talking about, the actual strategic improvements that the Organization will make
466 that are more fluid and is expected to be updated on a very routine basis. That is
467 where the City as an organization focuses its efforts to make those improvements
468 with excellence. To actually deliver really significant measurable results and in that
469 the process of doing that the City learns about how to make things happen and it
470 learns about where there are challenges, it learns more about the communities
471 themselves, the communities of color especially. It learns about how to be successful
472 in this work and then applies that to new problems.

473
474 Ms. Tabor indicated at a certain point, the City determines this problem is very close
475 to being solved or is well on its way to being improved consistently year over year
476 and so then a different problem can be pulled in to spend the City’s resources solving.
477 Those are, by her advice, limited to three things, three improvements. Those are
478 significant structural improvements that are going to take a ton of resources and
479 attention to have happen in a way that delivers those measurable results and excelling
480 at those measurable results.

481
482 Commissioner Peju thought it would be useful for her to know who the members are
483 of the Strategic Team. She wondered if before they even get into the down and dirty
484 if it is possible to have organized listening sessions like they had in Brooklyn Park at
485 the HRIEC there. She thought as a Commission, each month for two hours, talking
486 about commitments, where she questioned where all of this was coming from. It
487 seemed to her that a step has been missed in terms of Ms. Tabor coming in as their
488 CultureBrokers and Mr. Brooks being hired. She wondered if there were listening
489 sessions going on in the community. As a representative, some of the conversations
490 she has had, there are not those connections happening.

491
492 Chair Djevi indicated one thing he did when the document was given to him was, he
493 shared it with people in his circle and asked for feedback on what they think and what

494 was missing that should be added. That was how he was able to provide those three
495 points to the document. He thought the Commission as individuals should try to do
496 that outreach in their own circles so that when they bring things back, they have some
497 input from people in their circles. That does not take away from the point made
498 earlier which is to have community input before these things are finalized.
499

500 Mr. Brooks indicated he did provide some information on the Strategy Team in an
501 email that was sent shortly after the last HRIEC meeting and asked the Commission
502 to refer back to that. It does include representation from all of the departments
503 throughout the City. He noted he has been working with department heads and the
504 Strategy Team to get to this point and he did think that they maybe could have done a
505 better job at setting the stage and expectations for what they were looking for from
506 the HRIEC on this document. This document is an internal focus document and is
507 very much focused on input on how they do things internally so that staff can then
508 make a deeper impact externally. That is why, when the Commission looks at the
509 problem statements, they do not appear to be externally focused. They are
510 intentionally internally focused. To Commissioner Peju's point on having
511 community feedback and discussions, he did know that it is on Council's radar to
512 have more of those visioning, listening sessions and is something coming down the
513 pipeline. That is one way that the HRIEC could be involved in both lending its voice
514 and perspective but also reaching out their networks to gather some feedback on that.
515

516 **d. Discussion of Work Plan Direction**

517 Chair Djevi summarized how the Commission got to this point in the Work Plan and
518 indicated the Commission does not exactly know what their role will be in the Action
519 Plan. He asked the Commission if they should continue to work through the Work
520 Plan as it has been knowing that there may be more work coming from
521 CultureBrokers. He thought there may be two ways the Commission can do this.
522 Until the Commission knows exactly what tasks they may get from CultureBrokers, it
523 may be good for them to continue to work on the Work Plan. The vision that the
524 Council wanted the Commission to lead on is to engage the community and reaching
525 out to communities, especially ones that do not typically participate in Government.
526 Some of the activities the Commission came up with on the Work Plan were
527 specifically identified to be intentional in trying to reach out to the communities so
528 that they have a way of attracting and retaining people in getting engaged. He would
529 like the Commission to discuss which direction to take to move forward.
530

531 Vice-Chair Lee indicated another point was because there have been new members
532 added after the Work Plan was adopted was to find out the new Commissioners
533 passions, what were they thinking when they joined and maybe what they would like
534 to see happen.
535

536 Commissioner James thought the procedures the Commission has functioned under in
537 the past, from his experience, is that they develop a work plan and go to Council, they
538 approve the work plan and then the Commission works on it. He explained they are

539 in the process of doing the work plan that the Commission presented to the Council,
540 and which was approved in January with an update in April. He thought the
541 Commission needed to continue working on the work plan items until they are done
542 or until the Commission needs to continue on them because not all of them are closed
543 ended and some will need more work going forward. He appreciated that the new
544 members might have ideas but, in the past, the new ideas have traditionally come at
545 the end of the year for the new plan going into January. He did not want to discount
546 what the new members are interested in and what to do and it would be interesting to
547 hear what they have to say but the Commission still has a lot of work on the work
548 plan that needs to get done. He indicated for an example the Commission needs to
549 decide on an essay question to give to the teachers for the new school year learning
550 plan. He thought the Commission needed to work on the work plan and only set it
551 aside for work from CultureBrokers.

552
553 Commissioner Becker indicated she is passionate about community outreach and
554 being able to sort of be a liaison and be able to help support Mr. Brooks and his new
555 role as well as an understanding of the past history of the work that the Commission
556 has done to get CultureBrokers involved in the City, to get the Strategic Plan starting
557 to be implemented. There are some huge strides, and it feels like there is a giant
558 wave building and she thought from her perspective, she needs to have an
559 understanding and did not think there is going to be an answer for them today or even
560 next month, but she did think the Commission needed to be flexible and nimble
561 enough to see what comes at them. When she hears the idea of the Commission's
562 mission, for her, that is currently a little murky because if she were to put herself on
563 an agenda item on the work plan, it would be community outreach because that is of
564 great interest to her, but she wanted to make sure it is in line with the overall mission
565 of the Commission. She asked what they want the mission to be moving forward
566 when there is this wave building of Roseville's efforts in terms of Equity, Inclusion
567 and Diversity. How does the Commission start to create a mission for themselves
568 that is in line with all of the City organizations.

569
570 Commissioner Allen added when looking at the work plan over the last year, it has
571 helped to build up trust and rapport with the City and staff and this Commission has
572 been able to be a part of some things that in the past the Commission was not allowed
573 to be a part of. He noted the Commission was a part of the hiring process and
574 solicitation process for the CultureBrokers and many others when they applied. It
575 opened the door for the Commission for other engagement. He felt, as the
576 Commission is going through this current work plan that they need to strongly
577 consider what should be let go, if there is going to be opportunity as they build out the
578 next work plan, so it does not hold them back from further connecting to the
579 community and building that bridge between the community and the City, as he
580 thought the Commission was designed to do. There is opportunity as things come to
581 land, for example, the Roseville Parade is not going to happen, and he was a part of
582 the lead on that plan. This has him thinking if that stays on the work plan what does
583 it need to look like, so they have room to do more. He thought after each agenda item

584 completed the Commission reassess if it needs to be done anymore or should
585 something else be picked to further align the community, City and Commission.
586

587 Commissioner Haas thought they all want to accomplish everything tomorrow but
588 slow and steady wins the race and he agreed with Commissioner James as far as the
589 work plan and if things need to be changed to accommodate that then the
590 Commission should make those changes and work towards that in future. He agreed
591 with the flexibility and nimbleness idea. He also did not want to get stuck in the
592 weeds on either side and lose focus on the big goal of accomplishing the bigger
593 picture.
594

595 Commissioner Macomber agreed with what Commissioner James discussed. This is
596 an approved plan, and it is a part of the process. The Commission is an advisory
597 board to the City and the Commission cannot just plan its own vision. It gets
598 approved by the City Council. She also agreed with whole idea of being nimble and
599 able to respond, understanding that the Commission still needs to be within the
600 framework of what their mission is as given to them by the City Council. She did
601 also think it is a great idea to take a look at what the Commission has been doing and
602 maybe pick no more than three big priorities to work on and as one gets completed
603 then move to another thing.
604

605 Youth Commissioner Xie thought the direction that the Commission is moving is
606 good and she agreed with all of the points presented and that they have to do
607 whatever it takes to keep that direction going and the direction she is specifically
608 referring to is now compared to when she joined the Commission as a Freshman, they
609 are doing more action and outreach and the Commission definitely has to keep this
610 direction going. In regard to scrapping the work plan she did not approve because it
611 has the essentials for what keeps that direction going which is community and also
612 action.
613

614 Commissioner Peju loved everything that everyone is saying but she has to agree with
615 Commissioner Macomber. She indicated she was on the Commission to support what
616 is going on. She thought the Commission's role is to evaluate and advise. She
617 appreciated that community outreach is on the work plan.
618

619 Vice-Chair Lee understood the Commission worked on the work plan and was
620 approved by the City Council, but her suggestion would be to have a separate meeting
621 to go over the work plan and how new Commissioners want to fit in there. She was
622 also not against getting the work plan amended and getting those changes approved
623 by the City Council, if necessary. She stated the Commission has done a lot of things
624 that are not on the work plan. At the end of the year the Commission gives a report to
625 the City Council on what the Commission has done.
626

627 Chair Djevi liked the idea of having a special meeting about how the work plan
628 should move forward. He asked the Commission to think about possible visions and
629 ideas for further discussion.

630
631 Commissioner Peju moved and Commissioner Becker seconded a motion to schedule
632 a special HRIEC meeting to discuss the work plan. Motion passed 8 ayes, 1 nay
633 (James).

634
635 Chair Djevi asked when the special meeting should be scheduled.

636
637 Vice-Chair Lee thought Mr. Brooks should send out an email requesting meeting
638 dates.

639
640 **e. Discussion on the Essay Contest**

641 Commissioner James thought the Commission needed to decide which Essay question
642 out of the four to move forward with. He also indicated he would like to have another
643 Commissioner volunteer to help with this work plan item. He reviewed the process
644 for moving forward with the Essay Contest.

645
646 Commissioner Haas volunteered to help out where needed on the Essay Contest.

647
648 Youth Commissioner Xie explained she liked question four “What kinds of activities
649 or actions can help students become more involved with the community?” because it
650 serves a double purpose because it helps them and lets them hear the students voice
651 about what they want to City or community to do to get them more involved. It could
652 be a topic and something that could be of help to them.

653
654 Chair Djevi indicated he had a conversation with Commissioner Palmquist who
655 expressed her desire to work on the Essays because she really likes working with
656 youth. He indicated he liked question one “How can the community re-connect after
657 the pandemic?”, because it is going to be around how people lived through the
658 pandemic and how they are getting back to some normalcy after the pandemic.
659 Because of the time they are going through, that question makes the most sense to
660 him.

661
662 Commissioner Becker explained she was thinking of maybe blending question one
663 and four because she agreed with both of them. She thought the first one was very
664 timely and would prompt a good number of submissions and the fourth one feels like
665 a nice way for the Commission to gather input and data.

666
667 Commissioner Lee indicated she also liked question one because a lot happened
668 during the Pandemic so people could incorporate their response to everything that
669 happened during the Pandemic. She thought students could write to issues of the
670 larger community. Getting insight into question four is great but she thought they can

671 also respond to things that the City can do for the whole City and not just youth. She
672 was also fine with combining question one and four.

673
674 Commissioner Allen indicated he liked combining questions one and four.

675
676 Commissioner Peju indicated she also liked combining questions one and four.

677
678 Commissioner Macomber also liked combining questions one and four together.

679
680 Chair Djevi thought from what he has heard to combine questions one and four and
681 formulate the questions as done in the past.

682
683 Commissioner James thought that was fine and could be combined in order to
684 proceed with that.

685

686 **Other New Business or Reports**

687 **a. Monthly Proclamation Update**

688 Mr. Brooks updated the Commission on June proclamations that the City Council
689 recognized. He also reviewed upcoming proclamations with the Commission.

690

691 **b. Consideration of Recommendation of Conversion Therapy Ban**

692 Mr. Brooks reviewed the recommendation of Conversion Therapy Ban item for the
693 Commission to consider. He asked for the Commission to discuss whether they
694 would like to bring this forward to the City Council as a recommendation.

695

696 Vice-Chair Lee asked Mr. Brooks what proposal he would recommend the
697 Commission choose.

698

699 Mr. Brooks indicated his recommendation would be to stay with the parameters of
700 what many of the other cities throughout the State have gone with which would be to
701 adopt an ordinance prohibiting the use of conversion therapy practices on children
702 under the age of 18 within the City of Roseville with civil penalties, in the form of an
703 administrative fine. Most of them have some sort of administrative fine established
704 for the first offense and then it increases with subsequent offenses. In this case, he
705 believed the increase is already built into the City Code that it would increase with
706 subsequent offenses.

707

708 Chair Djevi opened the floor for Commission discussion.

709

710 Commissioner Macomber asked if Mr. Brooks could provide some clarification on
711 the part that says, “this did not apply to clergy”, so in other words, she wondered if
712 she were correctly understanding that a form of conversion therapy taking place led
713 by clergy would not be subject to this rule. She also asked what are the kinds of
714 organizations or professionals that would conduct conversion therapy.

715

716 Mr. Brooks explained it is within the scope or religious clergy to advise families on
717 issues related to their beliefs. A recent study showed that eighty percent of all
718 conversion therapies are done by clergy while the rest would be done by mental
719 health practitioners. He reviewed some of the kinds of professionals that perform
720 conversion therapy.

721
722 Commissioner Becker stated sort of in line with CultureBrokers, the Strategic Plan
723 and the commitments the Commission have all been a part of reviewing, she would
724 recommend moving forward with something like this. She was not quite sure what a
725 proclamation feels important and relevant in light of the other work the City is doing.
726 She was not sure if there is enough of an impact around that. She did like “adopt an
727 ordinance prohibiting the use of conversion therapy practices on children under the
728 age of 18 within the City of Roseville with civil penalties, in the form of an
729 administrative fine.” for that reason. She thought in terms of the narrative that is one
730 their racial equity and inclusion statement it does feel like the Commission should do
731 something about this because to not do something does not align with what the City is
732 doing in terms of inclusion and respect.

733
734 Commissioner James indicated he liked “adopt a proclamation denouncing the
735 practice of conversion therapy or related treatment” and “adopt an ordinance
736 prohibiting the use of conversion therapy practices on children under the age of 18
737 within the City of Roseville with civil penalties, in the form of an administrative
738 fine.”, because it does not seem like each one is mutually exclusive of the other. A
739 proclamation could be made as well as adopting an Ordinance.

740
741 Mr. Brooks indicated both could be made but if the Commission were to proceed with
742 an Ordinance, that would be a proclamation and then some. He did not think the
743 Commission needed to recommend both. There could also be a recommendation to
744 the State to proceed with some State Legislation as well because this would only be
745 specific to the City of Roseville.

746
747 Commissioner James thought a proclamation could be done fairly quickly and would
748 fit with the LGBTQIA+ proclamation whereas an Ordinance will take time to do with
749 drafting it and the reading of it as well Council approval. If they cannot do both than
750 he would recommend the second one.

751
752 Youth Commissioner Xie indicated she liked combining the first two.

753
754 Chair Djevi indicated he did some reading on this and he did not read in the literature
755 anything about exempting the religious clergy from this kind of ordinance or
756 proclamations. He asked Mr. Brooks to comment on how he came up with exempting
757 the clergy.

758
759 Mr. Brooks explained the idea and best practice with this is that it is morally
760 defensible to, when the ordinances are similar. Once it starts to get into controlling

761 what religious clergy can do as it relates to their beliefs and their constituents, it starts
762 to get into these very difficult legal areas where the City may end up going to court
763 over this. Anytime there is infringement on religious liberties it gets very difficult
764 and would be very difficult of the City to maintain. That is why most cities went the
765 route of not including religious clergy within this.

766
767 Chair Djevi thought the Commission cannot do anything to put the City in legal
768 jeopardy of lawsuit and he could understand that but when Youth Commission Xie
769 and other Commissioners are pointing out that if they are exempting eighty percent of
770 the people who practice than, are they ok with taking twenty percent.

771
772 Commissioner Macomber thought the community thought of this as a problem and
773 understanding it and also those affected, the LGBTQIA+ community seeing the City
774 take this stand and is positive to more than twenty percent of those.

775
776 Mr. Brooks reviewed conversion therapy statistics in the US with the Commission.

777
778 Commissioner Peju thought this was a conversation that should be continued to
779 discuss further. She agreed with Youth Commissioner Xie because it feels like
780 window dressing because a large part of the people causing the harm are not included
781 in this. She questioned what she would be advising and recommending if a large part
782 of the people causing the harm are not going to be held accountable. In a personal
783 capacity, she is a person of faith, so she thought there is a way that if they choose and
784 recommend something to the City Council, there is a way to work at it and not just
785 say the Commission did it just to tick it off and say they are one of the cities to ban it.
786 She thought some work could be done to get something good accomplished.

787
788 Chair Djevi wondered if there could be something more specific to Roseville and find
789 a way to propose something like Golden Valley has done.

790
791 Mr. Brooks thought it was something possible to pursue an ordinance. To
792 Commissioner Peju's point, this is sort of a band aid with more work to be done and
793 he thought the Commission needed to send a message to the State that there needs to
794 be some legislation made and then continue this work.

795
796 Vice-Chair Lee asked if the motion could include religious clergy because it is a
797 recommendation and if the Council did not want to include that group it could be
798 removed.

799
800 Mr. Brooks explained the Commission can make any recommendation, but he
801 thought if including religious clergy is going to jeopardize this than he did not think it
802 should be included. He indicated he would need to talk to the City Attorney to find
803 out his recommendation as well.

804

805 Commissioner Peju noted she could sit down with the City Attorney and Mr. Brooks
806 about language because it does not have to be language that penalizes or restricts
807 religious clergy rights but there is a way to get around that.

808
809 Commissioner Allen moved and Commissioner Macomber seconded a motion to
810 recommend to City Council to propose moving this forward to the next step, based on
811 the language in ordinance proposal two with an administrative fine for the first
812 offense at one thousand dollars and to ask the City Council to send a message to the
813 State legislature banning conversion therapy. Motion passed unanimously.

814

815 **c. Staff Report**

816 Mr. Brooks indicated they are near the anniversary of the death of Mr. Floyd and
817 there will be a presentation from all of the department heads launched by the Police
818 Department coming up on June 7th at the City Council meeting.

819

820 **Announcements**

821 Chair Djevi asked if there was any way the video of Vice-Chair Lee’s conversation could be
822 added to the website.

823

824 Mr. Brooks indicated he would connect with communications on that.

825

826 **Future Agenda Items**

- 827 **a.** Discussion about proclamation recommendations
- 828 **b.** Open letter about Daunte Wright
- 829 **c.** May being the month of Mental Health Awareness
- 830 **d.** Remembering the death of Mr. Floyd

831

832 **Adjournment**

833

834 Commissioner Peju moved and Commissioner James seconded a motion to adjourn. Motion
835 passed unanimously.

836

837 Chair Djevi adjourned the meeting at 9:18 p.m.

838

839 Respectfully submitted,

840

841 Sue Osbeck

842 *TimeSaver Off Site Secretarial, Inc.*

Human Rights, Inclusion and Engagement Commission
Meeting Minutes EXCERPT
April 21, 2021

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

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

Youth Commissioners:

Commissioners Absent: Youth Commissioner Beverly Yiling Xie (excused)

Staff Present: Rebecca Olson, Assistant City Manager, and Thomas Brooks, Equity, and Inclusion Manager

Other New Business or Reports

a. Monthly Proclamation Updates

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

Ms. Olson asked if the Commission had any changes to the Asian American and Pacific Island Heritage Month or LGTBQIA+ Month proclamations. She noted these two proclamations will be read at the April 26th City Council meeting.

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

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

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

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

Commissioner Lee wondered what the statement “Despite all the progress,” meant. She indicated she could write up the Whereas for the Commission and send it to Ms. Olson because she also thought it

should say something about not only the anti-Asian violence but how Asian is, whether or not born in the USA and are citizens, are always considered other.

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

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

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

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

b. March Equity Report

Ms. Olson updated the Commission on the March Equity report

c. Staff Updates

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

Chair Djevi invited the Commission to attend the May 3rd City Council meeting.

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

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

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

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

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

The majority of Commissioners wanted to have a presentation.