

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **DRAFT – June 16, 2021 - DRAFT**

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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:** Amanda Becker, Etienne Djevi, Paul Haas, Richard James, Grace
12 Lee, Kathryn Macomber, Laura Palmquist and Adepeju Solarin.

13
14 **Youth Commissioners:** Beverly Yiling Xie

15
16 **Commissioners Absent:** Keith Allen (excused)

17
18 **Staff Present:** Thomas Brooks, Equity, and Inclusion Manager

19
20 **Call to Order/Roll Call**

21
22 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to
23 order at 6:30 p.m.

24
25 **Approve Agenda**

26
27 Commissioner Macomber moved and Commissioner Haas seconded a motion to approve the
28 Agenda as presented. Motion passed 8 ayes, 1 abstain (Solarin).

29
30 **Public Comment on Items Not on Agenda**

31
32 **Commission Response to Community Issues**

33
34 Youth Commissioner Xie indicated a woman was killed after a car drove into protestors in
35 Minneapolis and she thought it was sad to think there are people out there doing this and hating
36 on other people. She has heard there has been racially motivated hate crimes going on against
37 black people and still going on against Asian people. She wanted to say that the world needs
38 more love and let us start practicing that love. It starts within them and if they can show love
39 than it is like a reverse effect and spreads to other people. This is not the type of world that she
40 would want her children and future generation to grow up in if they continue this hate.

41
42 Chair Djevi indicated he did not know the details of what the motivation is for this individual,
43 but it does not take away the fact that they drove their car into a crowd of protestors. He thought
44 Youth Commissioner Xie alluded to the fact that they needed more love and only love can save
45 this world, nothing else will.

47 The Commission agreed with Youth Commissioner Xie and concurred that love is the answer.

48

49 Chair Djevi explained the Commission received an email a few weeks ago with concerns about
50 why the City is highlighting certain proclamations. He thought the City has reached out to the
51 individual and the issue has been addressed. He indicated the concept of color blindness has led
52 to some of the issues seen today where because they are supposed to be color blind, certain
53 issues are just seen and not discussed and as a result long lasting legacy of discrimination
54 continues to be something that they live today. He noted he wanted people to see him as an
55 individual and as a black person, he wants to be seen as a black person and does not want to be
56 taken as he has no color. If people see him as a black person and certain things are happening to
57 him that people would not want to happen to them, he will want that person to stand up and be an
58 advocate for him and for people that look like him. Usually color blindness does not do that kind
59 of advocacy. He explained he wanted to add that to what has been said already.

60

61 Youth Commissioner Xie agreed about the concept of color blindness and how it has harmed,
62 particularly the Asian American community. People assume that America is not racist because
63 the most successful group is Asians and Asians adapt to this America that is a majority white but
64 really there are discrepancies between the Chinese Americans and other groups of Asian
65 Americans financially. She thought it was better to not be color blind. She wants to be seen as
66 Chinese American and Asian and she is proud of that and she did not want anyone to see her
67 without her heritage because she is proud of where she came from and everything, her group, the
68 Asian Americans, represent.

69

70 Commissioner James always felt that the concept of color blindness is another manifestation of
71 white privilege that if you do not have to see someone's color and do not recognize someone's
72 ethnicity than everything is going to be fine. It is just a way of looking away for the white
73 community and is also a way of acknowledging the negative actions and activities that have been
74 perpetrated against people of color in this Country for a very long time. He agreed that concept
75 is not a valid concept. He appreciated the fact that Chair Djevi and Youth Commissioner Xie
76 have said they want to be seen for who they are because that is what they all want.

77

78 Commissioner Peju thought Commissioner James hit it on the head of what the concept of color
79 blindness, which she used to subscribe to as well, she is of the black color but is not a descendant
80 of the enslaved people of the black color. She loved that Youth Commissioner Xie talked about
81 specifically, even within the Asian community, just like on the African continent, there are
82 different discrepancies. Data will tell them that even if they see people of black color who own
83 property in the US, most of them are probably people who are not of enslaved people in this
84 Country. Specifically, they are probably mostly Nigerian. She appreciated that Youth
85 Commissioner Xie highlights the wonderful richness of the Asian community but here,
86 Minnesota is also known for its Hmong community and there is really a lot of pain and
87 challenges with them and the Asian community and the discrepancies there that goes on. She
88 knew, for sure, that as someone who is of the black color, Nigerian heritage, she has to ask
89 herself what is needed of her at this moment. She wondered if she should be a buffer for other
90 people as a part of being on this Commission, which is another way she sees her role. Evaluating
91 and holding things accountable and also saying that the concept of practice of color blindness is

92 not allowing them to be held accountable and actually perpetrating the harms that they want to
93 do away with totally.

94
95 Youth Commissioner Xie explained there are members of the Asian American community, some
96 of whom she knows that things that the 1,900 percent increase on the Asian American hate
97 crimes are just the media telling lies and it is not actually true. Just hearing that breaks her heart
98 because she made a speech on anti-Asian hate crimes and just seeing that people are not
99 acknowledging the struggles of particular races and thinking that it is the media telling lies,
100 really breaks her heart.

101
102 Chair Djevi thought it is about facing reality and be willing to take a deep dive into some of the
103 issues and face the issues and try to address them as opposed to trying to push them away as
104 color blindness.

105
106 **Approve Minutes**

107
108 **a. May 19, 2021 Human Rights, Inclusion and Engagement Commission**

109
110 Chair Djevi noted on line 85, “Chair Djevi thought if the minutes could be taken as close as
111 possible to what ~~it~~ was discussed, it would be helpful.” Line 274, “identifying contemporary
112 ~~discrimination-discriminatory system~~ of policy and practices.” Line 276, “He personally thought
113 about what led to the housing crisis in 2008 started way back in the 1990’s where sub-prime
114 mortgages starting way back in the 90’s surgically targeted black communities but nothing was
115 done about it until it hit a whole, the big population.”. He indicated the way it is worded does
116 not reflect what he said or at least what he was trying to state.

117
118 Mr. Brooks asked for clarification if this is not supposed to be a word for word or verbatim
119 transcript, it is just a summary of what was discussed.

120
121 Chair Djevi indicated he would like that sentence edited to read: “What led to the housing crisis
122 in 2008 started way back in the 1990’s where subprime mortgages surgically targeted black
123 communities but nothing was done until it hit the general population.”

124
125 Commissioner Peju appreciated Chair Djevi mentioning this. She thought she will continue to
126 abstain from approving the agenda because she has shared before what is being summarized and
127 is on display right now with Chair Djevi showing that, she wondered exactly what is going on
128 because when they are present there is a live transcript and she would love for the City to explore
129 having access to the live transcript and also saying this was summarized by such and such a
130 person because then ten years from now, when we are not here or whatever and someone for
131 example wants to conduct an independent study, it does not reflect what is being said. She noted
132 they can go back to the videos that are that as well but at least if they are doing a transcript and a
133 draft of the meetings, that should be a way to address these discrepancies.

134

135 Mr. Brooks explained he will discuss that more in his staff report. The transcripts and the
136 meeting minutes, they are two separate things, so the meeting minutes will never be or look like
137 the transcripts. He noted they will talk about that more.

138
139 Commissioner Macomber indicated she did not have any changes but wanted to share what was
140 her practice with Ms. Olson and what she planned to do with Mr. Brooks. She explained when
141 she reads the minutes she copies and pastes the lines she has a problem with. She edited them
142 for clarity and accuracy and send them to Mr. Brooks. She noted she did not share them with the
143 whole group but could do that. She thought this saves time in this period.

144
145 Chair Djevi thought that was a good idea and encouraged everyone to do that so that they save
146 time during the regular meeting.

147
148 Mr. Brooks explained what they can do for transparency for the public is to try to highlight the
149 changes that are made and quickly go over them in the meeting, accept the changes and move on.

150
151 Commissioner James moved and Commissioner Macomber seconded a motion to approve the
152 May 19, 2021 Human Rights, Inclusion and Engagement Commission meeting minutes as
153 amended. Motion passed 8 ayes, 1 abstain (Solarin).

154
155 **Youth Commissioner Report**

156 Youth Commissioner Xie indicated she did not have anything new to report.

157

158 **New Business**

159

160 **a. CultureBrokers, LLC. Update**

161 Mr. Brooks noted Lisa from CultureBrokers was unable to join the meeting so there
162 are no updates for this item.

163

164 **b. Essay Subgroup Recommendations Discussion**

165 Commissioner James indicated the subgroup consisted of Commissioners James,
166 Palmquist, Haas and Youth Commissioner Xie.

167

168 Chair Djevi indicated based on the staff document, Commissioner Palmquist is not a
169 part of the subgroup.

170

171 Commissioner James explained the subgroup met and came up with a suggested topic
172 for Commission approval. The topic is “How can our Roseville community
173 reconnect after the pandemic? What ideas do you have for you and your fellow
174 students to become more involved in helping to improve and unite the community?”
175 He indicated that is the basic question and then there would be another paragraph
176 explained a little bit more and ways of attacking the question of what kind of
177 information the Commission is looking for from the students to respond. He
178 reviewed the essay topic with the Commission and asked for any changes or additions
179 to this.

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Youth Commissioner Xie indicated she was not able to make it to the subcommittee meeting and asked to express her ideas at this time.

Commissioner James indicated he meant to say that at the beginning and knew that Youth Commissioner Xie has some reservations about some of the things.

Youth Commissioner Xie thanked everyone in the subgroup for being at the meeting and putting this together. She explained she had a couple of reservations about opening up the contest to include sixth graders because when she was in sixth grade, from a student perspective, she literally just started writing essays in sixth grade. She remembers looking back at her sixth grade essays, they were not that that well written and she did not like writing essays and she was a good student so she did not think they would get a lot of participation from sixth graders and she would say she was one of the top writers in sixth grade but still her essays, she just started learning about them so they were not very well written yet and she felt like opening up to charter schools and private schools and even home school students would be seen to them as intrusive because they have their own curriculum and they do not have connections to the City and the City only has connections to public schools. She thought this should be kept within the public schools, maybe home schoolers can be involved too. Also, about students submitting in their native language, she felt that would complicate the process, as much as she liked the idea because she speaks another language at home herself, but they need to figure out a way to translate it in some way or have someone that knows the language grade it. She would think the Commission would want to know what the submission from the other language is saying. She felt like the topic is too long, two questions, and as a student looking at this, it is overwhelming. She would probably have the first question be a prompt and the second question be a separate prompt or look to combine them together into one question.

Commissioner James explained one of the reasons why they included sixth through eighth grade is because that is what has been done before. It is also a part of the middle school and the same thing with the public school, including parochial, charter and home school students. Part of the discussion was if they are supposed to be a Commission that is looking to be inclusive they want to cast and widen it as much as possible and they are not recommending they judge sixth graders against eighth graders. They are recommending looking at the sixth graders, seventh graders and eighth graders by themselves and they talked about and decided to do the last essay, 2019-2020 that way as well because there is a disparity between what you are capable of doing as a sixth grader and what you are capable of doing and writing as an eighth grader and recognize that. As a former middle school teacher he understood that people grow and change each year. Their idea was to cast a wider net. As far as the various languages are concerned, they do not know what to do about that and wanted the Commission to discuss and give ideas about it if they are going to be inclusive about other languages because they do not speak all of the languages. He noted every variable that they throw into this creates another set of questions and things to decide.

225 The proposals listed are not meant to be they have to do this but are meant to be there
226 for Commission discussion.

227
228 Mr. Brooks indicated this has historically been promoted at both public and private
229 schools. This is a Citywide essay contest that any student from any of the schools can
230 participate.

231
232 Commissioner Haas explained sometimes the most heartfelt things he has read come
233 from people who have very little skill. To him, it is not about the quality of the work
234 as much as the content from the heart. He would like to keep this as broad as
235 possible, in part because it is an opportunity for people to reconnect and express
236 themselves in a way that might not be the most quality piece of writing but could
237 come from hearts that have some good ideas. He liked the native tongue ideas
238 because some people can express themselves to a greater extent in their native tongue
239 and for them to interpret it is one direction but the way he looks at it is if they force
240 somebody to express themselves in a tongue that is not their comfortable language
241 than it almost forces them to have to adapt to a language that is not as readily
242 available to them. The whole intent is to allow people to express themselves. He
243 liked the idea of it being broad because he wants to hear people's hearts.

244
245 Commissioner Lee thought as Mr. Brooks pointed out, the contest is for Roseville
246 residents, and she indicated she lives in the northwest corner that feeds into Mounds
247 View School District so not all of Roseville feeds into Roseville Public Schools. She
248 noted she has brought this up in past years as well that they should advertise to the
249 Mounds View Schools too since some Roseville residents feed into that District. To
250 note, charter schools are public schools, and she would be for expanding it to middle
251 schoolers. She thought kids at any age are capable of different thoughts, whether or
252 not they are good writers and able to communicate that is another issue, but she
253 thought giving residents the opportunity to participate if they choose to be an
254 awesome experience. She would also be in favor of students responding in their
255 native language. She thought as long as there was a rubric, whatever the language is
256 in, that is how they can be more objective, or fair.

257
258 Commissioner Peju indicated she loves what Youth Commissioner Xie had to say and
259 initially she agreed that they should not overwhelm because she always wanted to be
260 careful that she was not, in her desire to intend good, basically like the color
261 blindness things, that was intended for good in some ways. In her desire to intend
262 something for good, if it is not working best then she always wants to be able to pivot
263 and adjust to the situations. She appreciated Youth Commissioner Xie giving the
264 Commission feedback on that because she is a student and is closer and is more
265 current with that situation than, at least her. If the questions are too overwhelming,
266 she was open to hear some other suggestions. She thought the biggest thing here, that
267 the feedback that Youth Commissioner Xie was giving the Commission and the
268 clarification that Commissioners James and Haas gave has been answered a little bit
269 by Commissioner Lee in terms of if the Commission does bring, this is kind of going

270 to be a big production and in some ways this is a really great attempt for them to do
271 their engagement and inclusion all in one. This is really a great platform for that. If
272 they do that they should have a rubric and a plan. She knew that from the community
273 relations coordinator they have like over seventy-five languages in Roseville or
274 something like that and she wondered that in addition to Commissioner Lee's idea
275 about the rubric, it would be also another great way to involve people who could
276 translate that for them and do something that becomes meaningful in this endeavor.
277 They could get someone to translate and do the rubric with categories and stuff. She
278 was in agreement with Commissioner Haas that there are some students, especially in
279 the schools, that they still think in that native language and maybe there are things
280 that they might now catch if they have them do the essay in the official language i.e.:
281 english, right now.

282
283 Chair Djevi thought they have always done sixth grade through eighth or ninth grade
284 and felt it should be kept at that for all of the reasons other Commissioners have
285 already mentioned. Two years ago when they had for the first time the Spanish
286 language participations they had the teachers help the Commission grade it so going
287 forward that could be something they try to do. He did not know what other
288 languages they would have entries from but once they do, perhaps, the teachers of
289 those students could help grade as the Spanish teachers have done in the past. Two
290 years ago there was talk about translating and the question of having a translated
291 version of a tough process in a different language may lead them to miss the point.
292 The substances sometimes when people express, things do not necessarily translate
293 word for word from one language to another and translating may lose some of the
294 content of what students may be trying to say which is why the Commission thought
295 it was better to have the teachers who speak the language do the grading first so that
296 they could have, it would be reflective of what the kids may be trying to say it. He
297 asked how they will reach out to homeschool children because he loved the idea and
298 thought it was a great idea, but he wondered how they would find those kids to reach
299 them, so they have this essay opportunity.

300
301 Commissioner Haas explained he has actually homeschooled for twenty-four years
302 and there are communities out there with co-ops and groups and he indicated he
303 would be happy to reach out to some of those groups once this is finalized.

304
305 Chair Djevi thought that would be a great idea.

306
307 Commissioner Haas indicated homeschooling now allows kids to participate in after
308 school sports and events in the School District and is actually more integrated with
309 the public school system than what many people think. He liked the idea because it is
310 another avenue of inclusivity and a good opportunity for the homeschooling
311 community to engage as well.

312
313 Chair Djevi indicated he loved the idea.

314

315 Commissioner James explained he did not know all of the ins and outs of Minnesota's
316 public-school requirements but in New Jersey if someone is homeschooling children
317 the school has to know that is being done because every child in New Jersey, at a
318 certain age has to be registered and tracked by the local school where they live. He
319 was not sure that was the case here in Minnesota but if it is they could also tap into
320 the school system and explain to them what the Commission was doing to find out if
321 they could get a list or somehow get things published through them about this. That
322 is another avenue the Commission could use to reach out.

323
324 Commissioner James explained as far as the native language is concerned, he thought
325 this was another opportunity for them to think about ways of engaging those
326 communities that they do not normally reach. He thought that is a way to draw in
327 other communities that are under served by the City of Roseville. He noted a rubric
328 is always used every year for grading the essays.

329
330 Commissioner Becker thought regarding the two-sentence question there might be a
331 nice way of saying “following the pandemic, what ideas do you have for you and
332 your fellow students to become more involved in helping to improve and unite the
333 community.”, she thought that would be a way to set up the first question as more of a
334 timeframe for a set up to the second part. She also wanted to share her extreme
335 appreciation that it came up to do this in other languages because she thought that
336 was a perfect way to engage with the community and she would volunteer to be on a
337 sub-subcommittee or as an individual to reach out to everyone. She thought it would
338 be good to do that on the forefront, to try to find translators that could be a part of the
339 review session and to also communicate this opportunity to people in their own
340 community as well that the Commission may not be aware of.

341
342 Commissioner Peju thought this really gives the Commission an opportunity to do
343 inclusion and engagement and even just the conversations that the Commission is
344 having. The only thing she wants the Commission to consider is that this is a lot of
345 work, and she would like the City to consider some kind of incentive for the
346 Commission to engage the people who speak multiple languages.

347
348 Chair Djevi wondered if Commissioner Peju was thinking of the City paying people
349 to help the Commission because that was not clear to him.

350
351 Commissioner Peju indicated incentives do not need to be monetary for her but she
352 thought when it comes to issues of community engagement and civic engagement and
353 Roseville is sort of the capital of community engagement, they do have most of their
354 demographic people in their second or third chapter and their resources are different
355 from some of the people that they want to engage and she thought they really have to
356 be cognizant that if they are asking and notice that they do not have as much
357 engagement, are they incentivizing it in any way. It does not need to be limited to
358 monetary terms but there are ways the City can incentivize it to make sure that they
359 are engaging and including.

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Chair Djevi proposed the Commission come back to how they can use this in a larger way to engage the community as a tool for engagement and perhaps expand the discussion. He thought for tonight’s discussion he would like them to stay on the topic of how the question looks and if the Commission needs to make any changes so that they can get the questions out to the teachers.

Commissioner James indicated the Commission needed to decide the questions at this meeting and the subgroup will meet again and will discuss and flush out some of the other ideas brought up and come back with the next phase, so this stays on track and are able to get this out and completed.

Youth Commissioner Xie thought her words have gotten twisted a little bit as the discussion went along. She indicated she was not against having other languages but was a more realistic person. If they are going to have other languages than this is a great opportunity to utilize their connections. Even though she talked about love and acceptance n the beginning of the meeting, sadly this is not realistic because she can just imagine someone who is a native english speaker getting upset over another essay in another language winning over him or her essay because she is still in school, and she has heard people say varying things about people that speak other languages.

Mr. Brooks thought Commissioner Becker’s idea to combine the sentences and essentially add “following the Pandemic”, he indicated he actually had a similar idea just doing it on the end. He thought this was an easy way and wondered if anyone else was supportive of that. He thought it would be good to get consensus on that sooner than later. As the Commission continues to move through the rest of the details and working the rest of the logistics out, they definitely can and will promote this to Mounds View but also know that they do already participate in an essay contest for the City of Shoreview. He indicated there is one thing the Commission needs to talk about is discuss the prizes, so he has an idea for budgeting purposes. He also wanted the Commission to think about practicality and capacity as they go into this.

Commissioner Macomber explained regarding the different languages, she thought it was highly unlikely that there will be a lot of different languages submitted in the contest but one way they can address that is the same way that people in rural communities address it when they want to be welcoming for deaf and hard of hearing but it is difficult to get translators so they use an accommodation statement that says if you are going to need an accommodation that is kind of unusual to let them know in advance and they will do everything they can to make that happen. That would be one way to do it. Another thing is she would love to work with Commissioner Becker on the locating of translators. She thought the second question could be shortened and often brevity is easier for younger students to deal with. For question two she suggested the following: “How could you and your fellow student become

404 more involved in helping to improve and unite the community.” She indicated it
405 removes about four words and makes it a little easier.

406
407 Chair Djevi indicated he liked the suggestions made by Commissioners Macomber
408 and Becker on how to integrate the two sentences to finalize the question.

409
410 Commissioner James read how the question should be changed. “how can our
411 Roseville community reconnect after the pandemic? Following the pandemic, how
412 could you and your fellow students become more involved in helping to improve and
413 unite the community?”

414
415 Mr. Brooks read his version of the question to the Commission. “Following the
416 pandemic, how could you and your fellow students become more involved in helping
417 to improve and unite the community?”

418
419 Youth Commissioner Xie thought the first question could be removed and the
420 question to read “Following the pandemic, what ideas do you have for you and your
421 fellow students to reconnect and become more involved in helping to improve and
422 unit the community?”

423
424 Commissioner James thought the “reconnect” was an important part and he thought
425 Youth Commissioner Xie’s idea, from his perspective was a way of eliminating the
426 first sentence and making it a single sentence.

427
428 Chair Djevi thought “reconnect” will still be in the sentence proposed but instead of
429 having two different sentences, reconnect will still be in there.

430
431 Commissioner Haas read his idea for the essay question “How can you and your
432 fellow students become more involved in helping to improve and unite the Roseville
433 community after the pandemic?” He indicated it does not have reconnect in it but the
434 units and becoming involved sort of talks about reconnecting as well.

435
436 Commissioner Peju thought there was a consensus that the essay question should be
437 one sentence.

438
439 Commission consensus was to move forward with the following essay question:
440 “following the pandemic, how can you and your fellow students become more
441 involved in heling to improve, reconnect, and unite the Roseville community?”,
442 submitted by Youth Commissioner Xie.

443
444 **c. Work Plan Updates**

445 Chair Djevi thought the Commission had a robust discussion on this at the special
446 meeting and the strategy going forward is the Commission is flexible and are going to
447 be flexible for things maybe coming their way from the City Council and
448 CultureBrokers and in the meantime to continue doing what they have been doing and

449 be ready to drop things that they do not have the time to complete. He reviewed the
450 projects with the Commission.

451
452 Commissioner James thought on the Commission Onboarding project to wait another
453 month or so and reach out to new Commissioners one more time to see if there was
454 any suggestions of anything new to do for next year. He indicated this could be put
455 into a format, so they do not have to deal with it again for additional things to add to
456 it.

457
458 Chair Djevi indicated Community Outreach is something they have been working on
459 and is going to be a combination of everything they are trying to do through
460 proclamations, through the parade, through the essay contest. He noted a list was
461 created a few years ago but he was not sure where the list went to.

462
463 Mr. Brooks indicated staff does have a list and the Commission can continue to add to
464 it as well. Something that was mentioned at the last meeting and could go into this
465 topic is also exploring what community engagement and community outreach looks
466 like to the Commission.

467
468 Chair Djevi indicated the other thing he asked every Commissioner to do is to think
469 about what each Commissioner is passionate about and what they would like to lead
470 on. He indicated he would like to combine the work plan as it stands right now with
471 the proclamations so there are Commissioners in each column for both the
472 proclamations and the work plan items.

473
474 Chair Djevi indicated on the Essay Contest project the Commissioners involved are
475 Commissioner James, Youth Commissioner Xie, Commissioner Haas, and
476 Commissioner Palmquist.

477
478 Chair Djevi explained on the Rosefest Parade item, for 2022 he would like to
479 continue to be on this work plan as well as Commissioner Allen. He asked if anyone
480 else would like to be on this committee for 2022.

481
482 Mr. Brooks indicated the Commission will need to come back to this at some point
483 because this item in the workplan is referencing 2021 and the Rosefest Parade was
484 cancelled.

485
486 Chair Djevi explained regarding the Community Feedback Response item the
487 Commissioners involved are Commissioners Lee, himself, and Youth Commissioner
488 Xie.

489
490 Chair Djevi noted on the Commission Recruitment, Commissioner Interviews the
491 Strategy Team is in charge of that. He indicated Commission Onboarding item
492 currently Commissioners James and Youth Commissioner Xie are listed. He asked if
493 anyone else was interested in this item.

494
495 Commissioner James thought unless Chair Djevi thought this was something they
496 needed to continue to work on, he thought it was pretty much complete and would not
497 need to be done in future years, except for possible changes.

498
499 Chair Djevi reviewed the Proclamation Support item and indicated Commissioner
500 James and Commissioner Macomber were working on this.

501
502 Chair Djevi explained that himself and Commissioner Allen were working on
503 Community Outreach and asked if anyone else would be interested.

504
505 Commissioner Becker indicated she would like to be on the subcommittee for the
506 Community Outreach item, specifically working on communication tactics and the
507 outreach.

508
509 Chair Djevi asked Commissioner Peju what item she was interested in being a part of.
510 He indicated he would like Commissioner Peju to join the Community Outreach team
511 and Commissioner Palmquist will join the Community Feedback group. He thought
512 about adding Commissioner Becker to the 2022 Rosefest Parade.

513
514 **Other New Business or Reports**

515 a. **Support of 2021 Proclamations Discussion**

516 Chair Djevi reviewed the current City proclamations and asked if the Commission
517 were going to want to highlight each of the proclamations or should they pick a few
518 and go through a cycle where a few would be highlighted each year.

519
520 Chair Djevi indicated he would like to have a Commissioner volunteer for each of the
521 proclamations to work on.

522
523 Commissioner Macomber explained in the past the Commission chose several
524 proclamations to do a deeper dive, consult the community and plan a celebration that
525 developed ideas which emerged from that outreach to that community. For most of
526 the other months, there might have been programming with the library or a display at
527 City Hall. Not every month had a very labor-intensive job associated with it. She
528 thought it would be helpful to review what the Commission is looking at and what
529 kind of commitment it is for someone to take on “Americans with Disability Month”,
530 what would the expectation be of what the Commissioner would deliver.

531
532 Commissioner Peju indicated she would like to work on the October Proclamation
533 “Indigenous People’s Day”.

534
535 Mr. Brooks stated this is something that he talked to Chair Djevi about previously.
536 As they are going through this, he certainly supports the Commissioners going out
537 into the community and engaging and figuring out what the priorities are, but he did
538 not want the Commissioners to feel like they had to fill in something for every single

539 proclamation. Maybe for some of the months it might just be a communication
540 campaign which they can work with the Communications Team to do something and
541 update the website and provide additional services. He explained the City is planning
542 a Hispanic Heritage event for 2022. That is something staff will be asking the
543 Commission for some resources on and to consider as well. He thought it would be
544 nice to prioritize the proclamations, but they did not need to assign a big project or
545 task to every single proclamation.

546
547 Commissioner James thought if the Commission could add a couple more people to
548 the proclamation subgroup that they as a subgroup, along with Mr. Brooks, meeting
549 on this together can come back with a plan as to how this should proceed and if there
550 are specific ideas that people have that they would like to bring in for a particular
551 month proclamation. He thought there needed to be more groundwork planning to be
552 done and it would be helpful as they move forward to know what areas the
553 Commissioners would be interested in so that they can be included as the subgroup
554 gets more specific. He was looking at setting the groundwork for all of next year as
555 well as the rest of 2021.

556
557 Mr. Brooks thought if it helps to take some of the load off, he thought one of the
558 things they possibly could do it maybe have the staff communications teamwork
559 through what their communication plan would be for communicating out to the
560 public, updating the website, etc. to at least make sure there is the awareness
561 component attached to every single one of these. That is going to be work, no matter
562 what, even if it is routine. Once that is done, the Commission could pick and choose
563 which ones to focus on and maybe doing a policy initiative or an event like the
564 Hispanic Heritage event. He indicated he was worried about capacity and how much
565 it is going to take to attach something big to each one of these. He noted that is
566 something he can do.

567
568 Chair Djevi saw the point Mr. Brooks is making and thought it was a fair point. The
569 question is when they start thinking about proclamations, would November be the
570 time to start thinking about the January proclamations or are there people that may be
571 interested in a proclamation and would want to lead on that and start to do the work
572 now and be ready when the proclamation month comes.

573
574 Mr. Brooks thought if there would be a subgroup meeting to talk through this, he
575 would have them prioritize a few of these proclamations and focus all of their time
576 and attention on those.

577
578 Commissioner Palmquist reiterated about what Commissioner James said previously
579 about adding another person to the subgroup, maybe that would help quite a bit if
580 they were the ones to pick and choose and what proclamations will be the big ones
581 where people would be assigned ahead of time to work on months in advance. She
582 thought that is a smart plan to get a name next to the month as soon as possible and
583 send the list to the subgroup for the subgroup to reach out to the individuals.

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Chair Djevi thought the first thing needed to be done was to expand the subgroup and later add names to the monthly proclamation list and looking at a long-term plan.

Mr. Brooks asked if everyone was willing to take on a monthly proclamation. He indicated he wanted to try to take the load off of the Commission and put it onto staff but if everyone was wanting to engage and reach out to the community than he did not want to take that away from them.

Commissioner Haas explained for him, personally and his schedule, he might be out of the Country for two weeks and he was having a hard time saying that he would be a lead on one of these things. He also thought there needed to be some coordination with the City in how this is presented and how it is communicated.

Mr. Brooks indicated the communication on this is always going to come from the City and they are already, in many ways doing it so just formalizing what they are going to do each month for these proclamations is what he was hoping to do.

Commissioner Haas indicated he liked that idea personally but was not speaking for the group.

Commissioner Peju indicated she did not know that staff and the communications team would take the lead on the proclamations, and she was even more grateful now. She thought the City definitely needs to take the lead on this to facilitate it and the more that happens the better because there is a lot on every month to get done. If it happens behind the scenes, she knows she will be gratified.

Chair Djevi reviewed what the Commission has previously done regarding the proclamations. He asked if the Commission should choose a few proclamations to highlight every year and since there are fourteen of them, do a cycle where the City highlights two or three and then the next year continue to highlight a few more. He asked if that is the route the Commission wants to take. The idea of having people step up to work on a proclamation is exciting for him. He also saw the point Mr. Brooks was making and if the City staff is taking the lead on this than he does not necessarily want to be leading on it. The question is how the Commission can be helpful. He proposed the Commission extend the subgroup to continue to communicate with the City through Mr. Brooks and see where things can coalesce so that there is not duplicate work.

The Commission concurred.

Chair Djevi currently indicated Commissioner James and Commissioner Macomber are leading the project. He asked if there were any volunteers to join them.

Commissioner Haas indicated he would join the subgroup.

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Chair Djevi indicated he would like to join as well.

b. Staff Report Updates

Equity and Inclusion Manager Brooks reported on the following:

- SREAP update
 - This was presented to the City Council on June 7th and was approved.
- Communications plan
 - A team has been put together that is working on this and will take some time.
 - Starting to work through the process mapping for decision making, hiring, recruitment, mapping it out step by step and looking at the disparities that may exist.
 - This is done Department by Department
- Joint meeting with City Council for July 12, 2021
 - Workplan update with question session to be led by Chair Djevi
 - LGTBQIA+ Month Proclamation recap
- HRIEC recommendations update – Just Deeds and Conversion Therapy Ban Ordinance
 - Introduction of the Just Deeds recommendation
 - Introduction of the Conversion Therapy Ban Ordinance
- In person meetings to likely resume in July
 - Governor Walz extended the Peacetime Emergency, in person meetings will start in August
- Equity update from Department Heads at June 21 City Council meeting.
- Hispanic Heritage Month 2022
 - Staff is planning an event for 2022 – Chair Djevi and Commissioner Macomber indicated they would like to be involved
- Update on Meeting Minutes and Transcripts
 - Staff updated Zoom setting to save the transcripts of the meetings
 - Meeting Minutes are not intended to be verbatim and will not be, these are just a significantly detailed summary of the meeting
 - Continue to review the meeting minutes for context changes
 - Transcripts will not be the Meeting Minutes and the Meeting Minutes will not be as long as the transcripts

Commissioner James asked Mr. Brooks to check with the City Attorney what the Youth Commissioner status was in terms of a quorum because it could make a difference in subgroups.

Mr. Brooks indicated he would look into that and get back to the Commission on that via an email.

Announcements

673 Chair Djevi indicated there will be a Juneteenth Celebration at Central Park on Saturday, June
674 19th from 11:00 am to 2:00 pm by Do Good Roseville. He noted this is intended to be a
675 community event to bring people together to celebrate.

676

677 **Future Agenda Items**

678

679 **Adjournment**

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681 Commissioner Peju moved, and Commissioner Macomber seconded a motion to adjourn.

682 Motion passed unanimously.

683

684 Chair Djevi adjourned the meeting at 8:49 p.m.

685

686 Respectfully submitted,

687

688 Sue Osbeck

689 *TimeSaver Off Site Secretarial, Inc.*