

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **DRAFT – May 18, 2022 - DRAFT**
4

5
6 **Commissioners Present:** Richard James, David Sindiga, Kathryn Macomber, and Laura
7 Palmquist
8

9 **Youth Commissioners:** Beverly Yiling Xie and Ilene Park
10

11 **Commissioners Absent:** Keith Allen, Amanda Becker, Etienne Djevi, Paul Haas and
12 Adepeju Solarin (Peju) (excused)
13

14 **Staff Present:** Thomas Brooks, Equity and Inclusion Manager
15

16 **Call to Order/Roll Call**
17

18 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to
19 order at 6:00 p.m.
20

21 **Approve Agenda**
22

23 Commissioner Sindiga moved and Commissioner Macomber seconded a motion to approve the
24 Agenda as presented. Motion passed unanimously.
25

26 **Public Comment on Items Not on Agenda**
27

28 **Commission Response to Community Issues**

29 Chair Palmquist indicated the Commission received an email.
30

31 Mr. Brooks reviewed the email and indicated the email was read and he will respond to the
32 resident as appropriate.
33

34 **Approve Minutes**
35

36 **a. April 20, 2022 Human Rights, Inclusion and Engagement Commission**
37

38 Commissioner Macomber moved and Commissioner Sindiga seconded a motion to approve the
39 April 20, 2022 Human Rights, Inclusion and Engagement Commission meeting minutes as
40 presented. Motion passed unanimously.
41

42 **Youth Commissioner Report**

43 Youth Commissioner Xie reported this is Asian American Pacific Islander Heritage Month. She
44 explained the history of Asian American Pacific Islander Heritage. She also wanted to take a
45 moment to remember the victims of anti-Asian hate crimes. She noted hate crimes against Asian
46 Americans are happening in 2022 and she wanted to people to remember that Asian's are people

47 who have feelings, lives and families who deserve love. She announced that her school is
48 holding a Multi-Cultural Day on Monday, May 23rd, where students are invited to dress up in
49 traditional outfits from their culture. After school 4p.m.-8p.m. there is a multi-culture event at
50 Central Park with performances and food and games. This is a good time to get to know each
51 other and adults are welcome to come. This is hosted by the Black Student Union at her school
52 and the Hmong students club. This week is also Charity week at the school and the school has
53 partnered with many different charities. One of the charities is called Shoe Away Hunger, why
54 takes new or gently used shoes for people that need them.

55

56 Youth Commissioner Park reported she had her last meeting of the year with Dr. Lake and other
57 District Members as well as the Principal of the school. There was a lot of time spent going over
58 issues and transphobia's going on in the school currently with ways to create solutions.

59

60 Chair Palmquist wanted to recognize Youth Commissioner Park as a graduating senior. She
61 congratulated Youth Commissioner Park and thanked her for all she has done with the
62 Commission.

63

64 **New Business**

65

66 **a. Discussion on Future Collaboration with Multi-Cultural Advisory Committee** 67 **(MAC)**

68 Mr. Terry Newby, member of MAC and a Roseville residents since 2001. He
69 indicated this is a new advisory commission in the City and has a special role
70 providing advise to the Roseville Police Department on issues that affect policing in
71 communities of color. He reviewed the history of how the MAC came to life and how
72 MAC helps the Police Department with BIPOC issues, mental health issues and
73 community events such as Juneteenth. He indicated the MAC also works with
74 Legislative items for funding.

75

76 Youth Commissioner Park asked if Mr. Newby thought the community will feel safer
77 and better off with an increase in police or with a decrease in police.

78

79 Mr. Newby explained it is a complicated question and he thought for a lot of
80 members of the community they will feel much safer seeing more police. That is a
81 viewpoint that the MAC has to acknowledge. Some people would feel more
82 comfortable seeing fewer police. He thought when talking about public safety, there
83 has to be a balance. He thought there has to be a sufficient police presence coupled
84 with increased funding and other things. Social services will reduce the need to have
85 police officers serving those functions.

86

87 Mr. Newby explained the history between the Police and communities of color in
88 Roseville and the Nation is complicated and this solution is also going to be
89 complicated. There are a lot of things that will have to be done and while people can
90 debate defunding the Police but he thought that was short sighted when they increase
91 the number of Police but there are some things that MAC things will work. They have

92 found that asking Police Officers to Mental Health workers does not work because
93 the Officer is not trained to do that and they spent a lot of resources and expenditures
94 on things.

95
96 Vice-Chair James thought there were things that the MAC needs to confront, from his
97 perspective. He felt almost like an elitist group because he does not know what MAC
98 is talking about and how does the whole community know what is going on with the
99 meetings. This is not an official Commission and are not responsible to anybody other
100 than the Police Department and helping them, listening to them and respond. He, as a
101 citizen of Roseville, basically has no idea what MAC is doing. He thought MAC
102 needs to address that. He noted he is not suggesting there is a problem but one
103 problem is with communication and communicating to the larger community. He
104 thought the MAC is doing good work and the work being done is essential and he is
105 one hundred percent supportive of the information given but other than the HRIEC,
106 who else knows that this is happening and what can the MAC do to make people
107 know the commission exists and what MAC is trying to accomplish in the
108 community.

109
110 Mr. Newby indicated Vice-Chair James raised some good points. One of the things
111 MAC is trying to do, in terms of public awareness are things like this meeting. They
112 are also going to have events that are publicly televised. Last year the MAC did an
113 event with the Police Department and 9North was there and they talked about the
114 partnership and what MAC was doing. He indicated the MAC reaches out to other
115 Commissioners, like them as well as having public events at the park and other
116 places. He indicated the MAC is not held accountable by the Police Department; the
117 Police Department is not in charge of the MAC. The MAC is a sounding board and
118 partnership with the Police Department.

119
120 Vice-Chair James indicated because this is not an official Commission, the MAC is
121 not bound by the open meeting laws so he, as a citizen, could not just listen in to the
122 meetings and understand what is going on. As a Commissioner he supports
123 everything that is going on but as a citizen who does not get involved in City events
124 he suggested the MAC discuss that as an issue.

125
126 Chair Palmquist thought the biggest things was MAC started in the heat of
127 everything. The City has fantastic partnerships, enthusiastic people who wanted to
128 partner but because there was so much going on in the real world, specifically in
129 Minneapolis and St. Paul, during the start of MAC, MAC needed to figure out how to
130 be proactive but at that point the MAC was reactive. The MAC started talking about
131 brand identity afterwards and during that time Cory Yunke was transitioning over to
132 the City and Mr. Newby was coming in. There is new blood and new ideas and now
133 the MAC can really push itself out into the community. MAC is doing what it can
134 with new resources.

135

136 Vice-Chair James asked if there was a role for more cooperation between the MAC
137 and the HRIEC. Is that something that should be explored between the two groups.
138

139 Mr. Newby thought that is certainly that should be explored. He did not know what
140 that looks like right now.
141

142 Mr. Newby thanked the Commission for the discussion.
143

144 Mr. Brooks thought this item came up because of the overlap that exists between the
145 HRIEC and the MAC. He indicated there is certainly a lot that the HRIEC can do to
146 help get the word out about the MAC and what the group is doing.
147

148 Youth Commissioner Xie asked if the MAC would allow youth members.
149

150 Chair Palmquist indicated she was not sure but would check on that. She noted at past
151 meetings there have been ROS representatives.
152

153 **b. Work Plan Updates**

154 Chair Palmquist asked the Commission leads for updates on their work plan items.
155 She noted Commissioner Haas will be taking the lead on the Essay Contest going
156 forward but asked Vice-Chair James if he could do this month's update.
157

158 Vice-Chair James explained the Essay Contest subgroup met and had asked for this
159 meeting because the group met with Dr. Lake and some other administrators who
160 gave them some good information about this going forward and based on their
161 support for doing something like this the sub-group felt that it was worth it to try to
162 move forward and do an Essay Art Contest again for 2022-2023. He reviewed the
163 meeting and suggestions from the administrators on the contest with the Commission.
164 He thought this is a great opportunity to make this something that is good and to see
165 whether it can work. He asked for Commission feedback on the Essay Contest
166 question in the packet.
167

168 Youth Commissioner Xie felt that “fairness” can be removed from the question.
169

170 The Commission agreed.
171

172 Commissioner Park explained as someone who was in ROS, they did not necessarily
173 learn about the difference between dignity and equity so she thought that was a new
174 concept to many people. Unless there is a way to define equity, she suggested to
175 change that to equality as well. She also thought the second sentence could start out
176 with more of a general reference rather than “Many of us...” as well as reword “parts
177 of our community” to make it more general in nature.
178

179 Chair Palmquist explained since this is going to be presented earlier than normal, she
180 wondered if there should be a paragraph specifically for teachers for some type of
181 direction with the indication that the teacher can fill in gaps.
182

183 Youth Commissioner Park thought that was a good idea but at the same time did not
184 think the Commission wanted to too strongly direct them in one certain way; instead
185 they want to make sure that they can just respond however they want. She thought
186 the way it is worded is definitely good but she also understood what Commissioner
187 Sindiga meant.
188

189 Commissioner Sindiga indicated the whole concept of the essay is to let people
190 respond to things that they think are not right and therefore...what are things out there
191 that they do not know and that is what the Commission is trying to identify.
192

193 Youth Commissioner Park explained one superintendent had a long conversation
194 about, within our community, if our walls could talk what would they show that we
195 value. It shows more emotion and she kind of gets that but they also need to make
196 sure that they are not too biased or strong with the language; two different ways they
197 can approach this subject. She thought the Commission could definitely add
198 something that would instill more emotion into the writers but at the same time she
199 did not think it would be necessary and whether it would do more harm than good.
200 She thought if they left this more open now, they could see, respond and then they
201 can make it more specific. If they make this so specific now it may be harder to
202 broaden the subject later on.
203

204 Vice-Chair James agreed and thought finding the balance between what issues have
205 you experienced. What kinds of situations have you been in and create a question that
206 allows for a lot of different kinds of responses. He indicated moving forward, if the
207 Commission was fine with the sub-group taking this information and getting it
208 together to give to the teachers.
209

210 The Commission was in agreement.
211

212 Mr. Brooks explained he received two late submissions for the two art pieces. He
213 indicated he brought the pieces in for the Commission to see and thought at a
214 minimum the City could send the contributors a certificate to acknowledge
215 participation.
216

217 Vice-Chair James proposed to award these students monetary recognition as well.
218

219 The Commission concurred.
220

221 Youth Commissioner Xie thought the participants should get the same amount of
222 money as the other participants.
223

224 Rosefest was not discussed due to the sub-group Commissioners were at the meeting.

225

226 Mr. Brooks indicated the application was sent in and approved. His one request was
227 to make sure the HRIEC follow up with the group walking and that the group is
228 prepared.

229

230 Vice-Chair James indicated he did not have anything to report on Proclamations. The
231 sub-group has not met.

232

233 Mr. Brooks explained he submitted the Pride month proclamation and the City
234 Council will probably pass that at their next meeting. He has been going through and
235 updating a few of the proclamations. For the Pride month proclamation he added a
236 Whereas for the Conversion Therapy Ban that was passed.

237

238 Chair Palmquist explained she has been working with ROS Progressives to try to get
239 something together. ROS is stretched thin this summer; they have a lot of projects on
240 their plate but at the very least they are going to try to get a representative to the
241 HRIEC to talk through what is going on at the school and talk about conversations
242 being had there and making people aware of what is going on.

243

244 Vice-Chair James explained he would like to try to get some type of photo cast
245 together, similar to what Grace did for next year. He would like to get a nice, planned
246 program together and possibly work with 9North on it.

247

248 Mr. Brooks indicated he did budget money for the Commission to do something this
249 year but understood if the Commission did not have the time to do anything.

250

251 Chair Palmquist indicated regarding Youth Outreach and Engagement, they met with
252 Dr. Lake and others and they are excited to work with the HRIEC, it is just a matter
253 of how. She reviewed the meeting with the Commissioners.

254

255 Mr. Brooks updated the Commission on Community Outreach.

256

257 **c. Discussion on HRIEC Participation at Juneteenth**

258 Mr. Brooks updated the Commission on the Juneteenth event.

259

260 Vice-Chair James suggested developing a small card with the person's name and
261 email address as a way for the Commission to get in touch with them so the
262 Commission can use that going forward.

263

264 Mr. Brooks indicated there will be a QR Code so people can add their information
265 that way then it will be easier to read.

266

267 The Commission discussed the event and what the Commission will be doing.

268

269 **Other New Business or Reports**

270 **a. Staff Updates Report**

271 Equity and Inclusion Manager Brooks reported on the following:

- 272 • SREAP updates
- 273 • Equity update to Council on May 23rd at 6pm
- 274 • IAP2 Training
- 275 • Commission Recruitment-Youth (ongoing for other Commissions)
- 276 • HRIEC in Person Gathering Update – on hold
- 277 • Juneteenth – June 19th in Central Park 4-8pm

278
279 **Announcements**

280
281 **Future Agenda Items**

282 **a. Inviting Cory Yunke to talk**

283
284 Commissioner Sindiga thanked Youth Commissioner Park for her contribution to the HRIEC and
285 wished her luck at college.

286
287 Youth Commissioner Park thanked the Commission and indicated it helped her to get involved
288 more in school and she thought everyone was so welcoming.

289
290 **Adjournment**

291
292 Chair Palmquist adjourned the meeting at 8:00 p.m.

293
294 Respectfully submitted,

295
296 Sue Osbeck

297 *TimeSaver Off Site Secretarial, Inc.*