

1 **Human Rights, Inclusion and Engagement Commission**  
2 **Meeting Minutes**  
3 **FEBRUARY 24, 2021**  
4

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

10  
11 **Commissioners Present:** Keith Allen, Monica Bolinger, Etienne Djevi, Richard James,  
12 Grace Lee, Kathryn Macomber, and Lauren Peterson  
13

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

16 **Commissioners Absent:** None  
17

18 **Staff Present:** Rebecca Olson, Assistant City Manager  
19

20 **Call to Order/Roll Call**

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

24 **Approve Agenda**

25 Assistant City Manager Olson requested a change in the agenda. She indicated there were a  
26 couple of guests that were in attendance to help brainstorm with the Roseville Speaks Out  
27 Contest and would like an item added after the Commission Response to Community Issues.  
28

29 Commissioner Peterson moved and Youth Commissioner Xie seconded a motion to approve the  
30 Agenda as presented. Motion passed unanimously.  
31

32 **Public Comment on Items Not on Agenda**  
33

34 **Commission Response to Community Issues**

35 Youth Commissioner Xie explained she had a statement on violence against elderly Asian  
36 Americans and discrimination against Asian Americans due to the COVID-19 Pandemic.  
37

38 Youth Commissioner Xie read her statement to the Commission and public.  
39

40 Acting Chair Djevi indicated hatred is always wrong. If there is a pledge he would like to make  
41 to the community, it is that everyone has the responsibility to watch out for the wellbeing of  
42 everyone and to speak up when wrongdoing is witnessed, especially when it comes to people  
43 being discriminated against. That is the only way society can move forward and have a  
44 community that is integrated and respected and a community where everyone lives in peace. He  
45 thanked Youth Commissioner Xie for her bravery and for speaking up.  
46

47 Commissioner Allen thanked Youth Commissioner Xie for sharing. As a fellow Commissioner  
48 he thought Commissioner Xie’s words should be elevated to the City Council and shared in the  
49 City newsletter.

50

51 Youth Commissioner Xie thanked the Commission for their support.

52

53 Ms. Olson thanked Youth Commissioner Xie for her words. She also agreed with Commissioner  
54 Allen that this is information that needs to be spread. She encouraged Youth Commissioner Xie  
55 to speak at a future City Council meeting. She indicated she will share the statement and video  
56 with the City Council. She noted when Youth Commissioner Xie shared this with her she did  
57 some research on her own and came across the Asian American Organizing Project, which is a  
58 group that connects Asian Americans in Minnesota to work on civic engagement and racial  
59 justice and the organization has a document called “Show Up”, which is a guide to bystander  
60 intervention. She indicated she would send the document out to the Commission and post it on  
61 the HRIEC website.

62

### 63 **Roseville Speaks Out Contest**

64 Assistant City Manager Olson indicated she was talking with Ms. Joanna Tzenis and Ms. Bri  
65 Fisher, with the U of M extension who have extensive experience with judging and working with  
66 youth. She thought the expertise would be helpful to brainstorm some ideas on how to recognize  
67 the Roseville Speaks Out entries this year.

68

69 Ms. Joanna Tzenis and Ms. Bri Fisher introduced themselves to the Commission.

70

71 Commissioner James recapped the contest with the Commission.

72

73 Youth Commissioner Xie wondered if Ms. Tzenis and Ms. Fisher would be present and help the  
74 Commission with judging.

75

76 Ms. Olson thought at this point the Commission will be doing the judging. These guests are at  
77 the meeting as a resource to help the Commission come up with ideas and suggestions.

78

79 Ms. Tzenis indicated she was open to ideas on how to best support the work.

80

81 Ms. Olson explained the Commission does have a relatively limited budget. In the past, when it  
82 came to the Essay Contest, the City had offered prizes for first, second, third and honorable  
83 mention. She shared the dollar amounts with the Commission.

84

85 Ms. Olson discussed how the guests can help the Commission with the contest.

86

87 Commissioner James noted the paper that went out with the contest information indicated the  
88 contest would not be judged this year, but it was vaguely stated so if the Commission did decide  
89 to do something differently the Commission could choose to do that.

90

91 Commissioner Bolinger indicated when the subgroup was talking about gift certificates for these  
92 submissions, she was thinking more on the lines of a free ice cream cone from Dairy Queen as  
93 well as the recognition from the City Council. The last piece is to go onto CTV to show their  
94 essay or art piece. That is something that she would be interested in Joanna and Bri counseling  
95 the Commission on.

96  
97 Commissioner James asked Ms. Tzenis what kinds of things tend to motivate students or young  
98 people to participate in these types of activities.

99  
100 Ms. Tzenis indicated that was one of the questions she was going to ask. Because these young  
101 people are in school, a lot of it is that these young people are participating in something that they  
102 care about and that is the motivation in many ways. That would be something she would have to  
103 think about and if those young people are coming in from different schools. What is done in 4H  
104 is typically going to the fair which is exciting in itself. There are not necessarily ranks but  
105 criteria that qualifies the young person for a certain type of ribbon. What is really exciting is the  
106 deepening of learning and the chance to talk about it. She indicated she was hearing the  
107 priorities from the Commission was to really make sure that the young people have a deepened  
108 learning experience, and also to help share the experience with the community that is meaningful  
109 for others and that can be done through various showcasing. She indicated she loved the idea  
110 about the library showcases.

111  
112 Acting Chair Djevi asked if the Commission would be connecting with Ms. Tzenis on whatever  
113 is created by the young person and try to deepen this to another level.

114  
115 Ms. Tzenis explained she was not sure it would be her, but she would be happy to help think that  
116 through about who would help. Frankly, if there are decision makers that might learn from the  
117 young people, she thought that was up to the City to pick people. It could be whatever the  
118 Commission thinks works best for them.

119  
120 Ms. Olson thought to that point, some of the topics that the Commission has already discussed  
121 that were mentioned is connecting with the library or Roseville Mall. Someplace that the young  
122 people can share their work, where there can be an audience and where the youth can have the  
123 opportunity. The Commission would provide that next level and allow the young person to  
124 express themselves and the Commission to learn from them. She would like this to be a  
125 discussion on what that would look like and what Joanna and Bri have experienced through 4H.  
126 She did not know if the Commission needed to make a formal decision at this meeting but the  
127 concept the Commission is talking about, she thought is on the right path but need to start  
128 reaching out to maybe some of those organizations once the Commission has a greater  
129 understanding and maybe once the contest closes then the Commission can identify how many  
130 entries there are and what that looks like.

131  
132 Commissioner James thought what Ms. Tzenis helped him to clarify is that having the students  
133 have a bigger investment, interviews and talk about it rather than just showing up, he thought  
134 that was a valuable thing.

135

136 Commissioner Macomber explained she is on the Roseville Arts Council and they sponsor  
137 featured artists conversations that are filmed for CTV and with the library. A lot of the members  
138 of this organization are working artists themselves with a connection to Roseville. She indicated  
139 the Arts Council maybe able to be a resource for those one-on-one conversations for some of the  
140 students and it might be helpful and interesting with people who are professionals in the arts.  
141 She also noted Arts Roseville has a real focus on diversity, underserved communities, and gender  
142 identities so their would-be people that are comfortable talking about social justice issues as  
143 well.

144

145 Acting Chair Djevi asked when the entries are expected to come in for review.

146

147 Ms. Olson indicated the deadline is March 15<sup>th</sup>. She noted there are two entries so far and  
148 historically in the past, most entries come in at the very end of the timeframe.

149

150 Acting Chair Djevi suggested the subgroup make a list of all entries and connect with Ms. Tzenis  
151 to do some work before the next meeting. He thanked Ms. Tzenis and Ms. Fisher for being at the  
152 meeting.

153

154 Ms. Tzenis thanked the Commission for the invite and looked forward to further discussion with  
155 the subgroup.

156

157 Commissioner Lee asked if Item 4, Commission Response to Community Issues was completed  
158 because the Commission did receive some forms from the Community that should be reviewed.

159

160 Acting Chair Djevi indicated that was correct. He noted on February 5<sup>th</sup> someone emailed the  
161 Commission regarding housing discrimination. He explained he read the email and what stood  
162 out to him was the fact that somebody who was named in the email was being discriminatory  
163 towards someone else, but the person did not give their name. He wanted to discuss this in the  
164 sense that the Commission welcomes people to contact them and he thinks that staff should  
165 probably reply to the person indicating the email was received. He explained where the  
166 Commission goes next is what his subgroup is trying to figure out. He indicated there needs to  
167 be ways to respond to this kind of inquiry going forward. As far as the specific email is  
168 concerned, he was not sure how the Commission should proceed with this. He did not want to  
169 state the person who is named in this email without giving them the chance to respond. What he  
170 did not know is how the Commission should move forward with this.

171

172 Ms. Olson shared that staff has connected with this person and the police department has been  
173 contacted to file a report. She believed the person has also been directed to the State Department  
174 of Human Rights as well.

175

176 Commission Lee indicated as long as there was follow-up with the person who submitted that,  
177 she was satisfied because the Commission is still trying to figure out what power the  
178 Commission has to be able to respond.

179

180 **Approve Minutes**

181

182 **a. January 27, 2021 Human Rights, Inclusion and Engagement Commission**

183 Commissioner Peterson moved and Commissioner Macomber seconded a motion to approve the  
184 January 27, 2021 Human Rights, Inclusion and Engagement Commission meeting minutes as  
185 presented. Motion passed unanimously.

186

187 **Youth Commissioner Report**

188 Youth Commissioner Xie reported she received two emails regarding the pictures of black  
189 families for Black History Month. She indicated she Googled her name and found the interview  
190 with CTV she did is airing along with an article.

191

192 **New Business**

193

194 **a. Culture Brokers Update**

195 Ms. Lisa Tabor and Earl Ross provided a recap on Culture Brokers progress to date.

196

197 Acting Chair Djevi asked what the plan was if there is no data collected at this  
198 moment.

199

200 Ms. Tabor explained there is usually data and pretty rare if not found. There might  
201 need to be property data used or the data is collected as a snapshot. Rather than  
202 trying to go back and collect an entire year a snapshot would be collected, if  
203 appropriate as a baseline.

204

205 Commissioner Lee indicated Ms. Tabor stated disaggregated data was used in  
206 Minneapolis and she wondered how Roseville's City Council will be to using data in  
207 their legislative process. She asked for an example of a legislative piece that this  
208 particularly made a difference in.

209

210 Ms. Tabor reviewed an example her company performed for another City regarding  
211 Disaggregated Data. She noted City staff may need to be trained on including the  
212 data in the RCA's.

213

214 Commissioner Lee indicated Ramsey County Commission added a checkbox in their  
215 RCA's for this.

216

217 Ms. Olson provided an example that staff tried to do recently at the February 8<sup>th</sup> City  
218 Council meeting by including in the RCA the topic of flavored tobacco and race,  
219 diversity, and equity. She indicated this is something staff is working towards to  
220 bring forward as a part of the conversation in City meetings.

221

222 Commissioner Allen saw this as being helpful as an eyeopener for HR hiring  
223 practices and procedures. He thought what is going to be helpful for the Commission  
224 is where this can be helpful. He was interested in seeing what comes up from this.

225

226 Commissioner James asked Ms. Tabor what Disaggregated Data is.

227

228 Ms. Tabor reviewed the meaning of Disaggregated Data.

229

230 Commissioner Lee gave an example of Disaggregated Data to the Commission.

231

232 Mr. Ross explained as the City is disaggregating data, there are communities with  
233 specific ethnic groups that the City will want to collect and not necessarily something  
234 that is on the Census tract. The City will want to absolutely indicate on the forms  
235 being used that the ethnic groups are included.

236

237 Acting Chair Djevi thanked Ms. Tabor and Mr. Ross for being at the meeting.

238

239 **b. Work Plan Updates**

240 Assistant City Manager Olson reviewed the workplan to date with the Commission.

241

242 Commissioner James indicated the Essay subgroup will get together before the next  
243 meeting to discuss the Essay Contest and next steps.

244

245 Ms. Olson reviewed the Rosefest Parade Engagement and Commission Spot with the  
246 Commission and indicated the Commission should discuss the two groups to walk in  
247 the parade this year.

248

249 Acting Chair Djevi explained the Parks and Recreation Department is talking about  
250 Pocahontas Park and given that this is the first year the parade will be open to  
251 minority groups, he wondered if the Commission could try to reach out to the Native  
252 American Community in Roseville as one of the first groups to be a part of this.  
253 Since the Commission has two spots the Commission could discuss the second  
254 community that could be invited to join. He noted he did reach out to a few of the  
255 Native American people he knows in Roseville and they liked the idea.

256

257 Commissioner Allen indicated he could reach out to KOM if the Commission wanted  
258 him to. He did know that KOM was involved before so if the Commission wanted  
259 some other group, they could do that as well.

260

261 Commissioner Xie thought she could reach out to one of the Asian American groups  
262 to see if one of them wanted to use the second parade spot.

263

264 Commissioner Allen thought maybe Young Asian American's would be good as well.

265

266 Commissioner Bolinger thought the Commission might want to reach out to the  
267 Hispanic Community because their event was cancelled and maybe this might be a  
268 nice opportunity to give them a presence. The Commission could also reach out to  
269 the ROG for the different musical acts they have and the different community

270 representations they have as well. The Commission could also reach out to the Park  
271 and Rec as well to make sure there is a balance of different groups to walk.

272  
273 Ms. Olson explained the Commission should also figure out what type of criteria will  
274 be used each year to identify the groups. That might help the Commission figure out  
275 which groups to reach out to.

276  
277 Commissioner Peterson indicated the Commission used the proclamation as a  
278 jumping point last year. She thought similarly the Commission might want to  
279 highlight a proclamation this year. The Commission could highlight something the  
280 City is doing as well.

281  
282 Acting Chair Djevi asked if the Commission is willing to try to get an activity  
283 together once again this year for the Hispanic Community. If the Commission is  
284 going to try to put that event together again this year then they might not want to have  
285 the Hispanic community in the parade necessarily but having that celebration  
286 rescheduled.

287  
288 Ms. Olson explained as the Parks Department is planning their summer programs,  
289 everything is very tentative on COVID and it might be hard to get that event for this  
290 year and she thought it should be on the plans for 2022.

291  
292 Youth Commissioner Xie indicated she would like to have the Young Asian  
293 Americans in the parade and discrimination against Asian Americans is something  
294 that is happening in the community.

295  
296 Commissioner Lee indicated KOM is an Asian American group which has a lot of  
297 youth. If the Commission wants a general Asian American group, she suggested  
298 inviting KOM and invite any other Asian American group in the City as well.

299  
300 Ms. Olson explained if the Commission wanted to tie that to proclamations, May is  
301 Asian American and Pacific Island Heritage Month.

302  
303 Consensus of the Commission was to reach out to the Native American community  
304 and the Asian American community for parade spots.

305  
306 Acting Chair Djevi asked if there were any ideas on what the theme should be for the  
307 Commission spot in the parade. He indicated the first thing that came to his mind  
308 was COVID, but he did not know how to translate COVID into a theme. He was  
309 interested in the damage COVID has done and how the community can move forward  
310 in solidarity, that is general idea, but he did not know how to translate it as a  
311 community event.

312

313 Commissioner Bolinger thought the Commission could focus on the vaccination and  
314 support that instead of COVID in general. The Commission could encourage  
315 vaccinations.  
316

317 Commissioner Macomber agreed and thought the Commission could commit to  
318 wearing masks and have a challenge to the other Commissions for designs, colored  
319 masks.  
320

321 Commissioner Peterson thought the Commission could purchase fabric masks and  
322 decorate them in a theme.  
323

324 Acting Chair Djevi indicated he really liked the idea of having a message about  
325 vaccination because it is forward looking and is going to be a strategy to save lives.  
326 Anything the Commission can do to encourage public health.  
327

328 The Commission concurred.  
329

330 Youth Commissioner Xie thought the Commission could also do something about  
331 solidarity such as the Asian American group could get medical masks and write on  
332 them “We do not spread COVID” or something like that to protest against the idea  
333 that all Asian American’s carry COVID and are to blame.  
334

335 Ms. Olson indicated some people may or may not see that as using the parade as a  
336 protest and she did not know if that is what the Parade Committee is wanting for the  
337 parade. She did not know if that would be ideal.  
338

339 Commissioner James thought was that Youth Commissioner Xie’s idea was a good  
340 one, but it might be interpreted as a political statement and he believed that is one of  
341 the things that is not supposed to be done in the parade.  
342

343 Commissioner Peterson liked the idea of focusing on positive things like the  
344 vaccination and using that. She agreed with Ms. Olson and it might be construed as  
345 more of protest piece for some people. She wanted this to be a positive experience to  
346 bring different groups together and focus on what the groups do for the community.  
347

348 Ms. Olson indicated if everyone is onboard with the COVID theme, the Commission  
349 can refine that theme at the next meeting.  
350

351 Ms. Olson reviewed the Community Feedback Response Workplan item with the  
352 Commission.  
353

354 Commissioner Lee indicated the subgroup did look into what some other cities are  
355 doing. She explained the subgroup is making progress in that area and should be able  
356 to present recommendations at the March meeting.  
357



358 Ms. Olson reviewed the Commission Recruitment and Interviews Workplan with the  
359 Commission. She noted she is gathering information but will discuss this further in  
360 the next agenda item.

361  
362 Commissioner James reviewed the Commission Onboarding Workplan with the  
363 Commission.

364  
365 Acting Chair Djevi asked if there was a place where the Commission could perhaps  
366 bring the new Commissions up to date on what the Work that the Commission is  
367 already doing so the new Commissioner's know where they are at in the workplan.

368  
369 Commissioner James thought the "buddy" of the new Commissioner's could discuss  
370 the work on the Commission.

371  
372 Ms. Olson indicated there maybe a desire for the new Commissioner's on how the  
373 meetings work. She suggested having new Commissioner's meet with the Chair,  
374 Vice-Chair, and staff liaison for half an hour before the first three meetings to help  
375 answer questions and get a little more comfortable outside of the buddy.

376  
377 Acting Chair Djevi indicated he liked that idea.

378  
379 Youth Commissioner Xie suggested the buddy could also explain what the rules are  
380 for the Commission.

381  
382 Commissioner Bolinger thought that was very important because the rules are very  
383 complicated and sometimes stressful. She also thought the buddy should go over  
384 speaking in front of others as well as being on video and any expectations of  
385 Commissioners would be helpful for new Commissioner's to know.

386  
387 Commissioner Macomber thought another thing that would be helpful would be for  
388 the buddy and the new Commissioner to watch a previous meeting together and  
389 discuss things needed.

390  
391 Ms. Olson indicated what would be helpful for the liaison would be to understand  
392 what role the staff member has in this onboarding. What does the Commission want  
393 them to cover with the new Commissioner. Understanding who is doing what and  
394 what needs more information and detail.

395  
396 Commissioner Bolinger wondered if it would be helpful for staff to produce a video  
397 on how the Commissions work and what is Open Meeting Law and other things.

398  
399 Ms. Olson believed that information is out there. She thought the Department of  
400 Administration has those videos because they are the committee that handles a lot of  
401 the open meeting law.

402

403 Commissioner James thought the Commission would anticipate getting some  
404 information from new Commissioners as well as this information is being finalized.

405  
406 Ms. Olson reviewed the Community Outreach Workplan information to date with the  
407 Commission.

408  
409 Commissioner Bolinger thanked Ms. Olson for sharing the list. She wondered if the  
410 Google doc could be a part of the monthly Zoom meeting reminder. She indicated  
411 this is an ongoing item and ever changing. She noted she will be passing this item off  
412 to Commissioner Allen to continue working on.

413  
414 **c. Youth Commissioner Application**

415 Assistant City Manager Olson reviewed the progress to date on the Youth  
416 Commissioner application topic. She noted the City Council has asked for some  
417 feedback on this. She noted due to the meeting time this item can be continued to the  
418 next meeting.

419  
420 Youth Commissioner Xie indicated she was open to discussing this item but left it up  
421 to the other Commissioners.

422  
423 Acting Chair Djevi indicated the time is 8:43 p.m. and he did not know if there was  
424 enough time to go into details and provide recommendations to the City Council. He  
425 noted he did read through this and did have some suggestions but did not know if  
426 there was enough time to go over that at this time.

427  
428 Commissioner Allen thought after listening to Ms. Tabor and Mr. Ross earlier, he  
429 thought the demographic information might have to fit the standard of everything else  
430 the Commission is going for, but he was happy to move this to the next meeting,  
431 maybe earlier in order to be able to cover it.

432  
433 Ms. Olson indicated she would add that to the March agenda earlier in the meeting.  
434 The City would like to implement this for the next Youth Commissioner election  
435 round which is September.

436  
437 **Other New Business or Reports**

438  
439 **a. Monthly Proclamation Updates**

440 Assistant City Manager Olson reported when talking to the City's Communications  
441 Staff it would be really helpful for the Commission to review multiple months of  
442 Proclamations in order for programming and planning.

443  
444 Commissioner James indicated he would like to have another person help him to  
445 brainstorm ideas going forward. He explained he would like to plan the proclamation  
446 programming six months in advance, if possible. He noted he did not have the theme

447 for Women’s History Month so he thought the Commission could highlight female  
448 artists as something that was a little different.

449  
450 Commissioner Macomber volunteered to help Commissioner James with the  
451 brainstorming of proclamations.

452  
453 Acting Chair Djevi thanked Ms. Olson for her work in getting the Black History  
454 Month Proclamation going.

455  
456 Commissioner Bolinger thought it was amazing and really something that should be  
457 built upon for next year.

458  
459 **b. Staff Updates**

460 Assistant City Manager Olson reported on the following:

- 461 • City Council removal of HRIEC member due to attendance issues and  
462 Commission interviews.
- 463 • Equity and Inclusion Manager position hiring update. The goal is to have  
464 someone on board by April.

465  
466 **Announcements**

467 Acting Chair Djevi updated the Commission on the MAC. He indicated he was really moved by  
468 the Police Department asking what they could do going forward to celebrate Black History  
469 Month and be more inclusive. He thought this was a step forward.

470  
471 **Future Agenda Items**

472 **a. Youth Commissioner Application**

473  
474 **Adjournment**

475 Commissioner James moved; Commissioner Macomber seconded a motion to adjourn. Motion  
476 passed unanimously.

477  
478 Chair Djevi adjourned the meeting at 9:15 p.m.

479  
480 Respectfully submitted,

481  
482 Sue Osbeck

483 *TimeSaver Off Site Secretarial, Inc.*