



**Regular City Council Meeting** **Minutes**  
**City Hall Council Chambers, 2660 Civic Center Drive**  
**Monday, March 26, 2018**

1.

- c. **Discuss the Human Rights, Inclusion and Engagement Action Plan**  
HRIEC Chair Chelsea Holub introduced Vice Chair Lauren Peterson.

**Participation in the Rosefest Parade**

Vice Chair Peterson summarized that the HRIEC has discussed the upcoming Rosefest parade and the importance of increasing diversity. The Commission discussed having the advisory Commissions as a whole walking in the parade and next year making a strategic plan to reach in the community to get more diverse groups in the parade and support them in the application process.

Councilmember Etten stated that is a great plan.

Councilmember Willmus concurred. About four years ago, the Karen Organization of Minnesota accompanied the Commission during the parade, and it was a great thing to see.

Mayor Roe concurred it was a good suggestion to pursue this in 2019.

Councilmember Laliberte stated the HRIEC should reach out the diverse communities but not necessarily lead all the other City advisory commissions.

Mayor Roe noted the HRIEC is looking for clarification as to whether it will provide leadership among the advisory commissions on the Rosefest parade as well as Party in the Park.

Chair Holub noted that a subcommittee the HRIEC led this last year, and it was a lot of work for the Commissioners.

Councilmember Laliberte noted that the Council is looking to HRIEC to take the lead on this, explain to them why it is good to engage, and explain the role they are to play.

Councilmember Willmus recalled that in the past the individual commissions have had an individual representative in the parade. He could agree with either approach.

Councilmember Etten suggested the HRIEC provide the framework and coordinate with staff liaisons to ensure there is participation in the parade and the Party in the Park.

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Mayor Roe noted it would be good to decide if there are other engagement efforts that could be combined at the Party in the Park, such as signing up volunteers. He does not want to create a lot of work for the Commission either.

Councilmember Laliberte stated another subcommittee is not needed; just build upon what was done last year and rely on staff for the “doing” part. She also recalled that in the past, there was an effort to engage other populations in such ways like engaging in a festival during the Party in the Park week.

**Imagine Roseville**

Vice Chair Peterson asked about the HRIEC’s involvement with Imagine Roseville.

Councilmember Etten noted this was summarized at the February 21<sup>st</sup> meeting when it was discussed the HRIEC should evaluate how the events have gone and what changes can be made in the future. He suggested the HRIEC look at what topics to cover, the makeup of the current committee, the level of engagement with different groups.

Councilmember McGehee asked about the evolution of the Imagine Roseville Committee, and what the Council wants out of the conversations and process.

Mayor Roe noted those are important questions.

Councilmember Willmus stated this is a conversation the Council should have, specifically, what is the Council’s role in the Imagine Roseville series.

Councilmember McGehee stated there was not any Council discussion when Imagine Roseville started. She agreed that maybe it is time for the Council to discuss this before handing it off to the HRIEC.

Councilmember Willmus stated it is worthwhile but the question is in what capacity.

Councilmember Laliberte noted this group came up out of the community out of a desire to have a conversation. This did assist people in the City to think forward about various issues. She struggled that it never came to be an official entity, and it never was an initiative of the Council. It even got into the Comp Plan. She is struggling with the fuller scope of this, since the Council has its own advisory commissions that go through an appointment process. She suggested the Council have a discussion about it before the HRIEC works on it.

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Councilmember McGehee commented Imagine Roseville began at a grassroots level. Perhaps the process should be codified so that if someone has a topic that needs to be discussed, there is a process in place.

Councilmember Willmus added that the mechanism by which this came to be was grassroots. He asks if something becomes lost if it gets involved in the City structure. Perhaps it is better in its organic form.

Mayor Roe suggested the Council have this discussion at another time and then revisit it with the HRIEC.

**HRIEC Work Plan**

Chair Holub introduced the work plan, noting that it is still a fluid plan.

Mayor Roe indicated that the guidance from the Council at the end of the last discussion, was to have the HRIEC try and prioritize the items in the Action Plan and decide which ones to do first. He noted that some of that is reflected in the calendar. He also stated that there was some confusion as to how some items were described and wondered if the commission had spent much time clarifying those items.

Councilmember Laliberte noted this is the same work plan from October.

Chair Holub concurred.

Councilmember Willmus expressed concern, because he felt the Council gave the Commission as clear of direction as possible. He wanted the Commission to discuss the work plan and prioritize it. Looking at the HRIEC meeting minutes, he does not know that has occurred. He recalled Commissioner Etienne Djevi brought up the issue of engaging with different parts of the community. He asked what has been done to work along those lines.

Chair Holub stated no new items have been brought up during the HRIEC meetings.

Councilmember Willmus recalled the Council gave direction and agreement on involvement with Rosefest and the essay. There was some disagreement on the photo contest. He recalled the Council had decided it was not the role of the HRIEC to monitor other Commissions.

Chair Holub noted the broad intent was to evaluate current City initiatives.

Councilmember Etten noted one of the Council's priority is to how to engage with diverse parts of the community who might not come to the regularly scheduled City activities. That was discussed at the meeting in October, and that is one of

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the top priorities of the HREIC. There are different activities and processes the City engages in that can be looked at and chipped away at over time. He also thought the HREIC is supposed to review the City proclamations.

Councilmember McGehee stated the Commission should be not only focused on inclusion, but also human rights. Aside from the essay contest, there is very little listed related to human rights. She suggested that all kinds of diversity need to be brought forward – people with disabilities, people with mental illnesses, and members of the LBGTQ community. The important thing is to have activities to make the community more comfortable with the many kinds of diversity in the community.

Councilmember Laliberte concurred with Commissioner Djevi's comments at the joint meeting. She noted that she felt most strongly about that topic, and yet it was not included in the plan. She can see that is such a big, broad important topic that the whole year can be spent on it. Topics like: engaging underserved population with regard to the parks, public safety, water and sewer. Three times on the calendar it talks about a policy work session, and she asked for clarifications.

Chair Holub noted the work sessions are proactive space to take a step back and discuss what the City can do to advance human rights, inclusion and equity. Perhaps policy work session is not the best title for it.

Councilmember Laliberte stated in the end she would like recommendations from this Commission. If there are social isolation problems with seniors, for example, then some recommendations to reach out and engage are desired.

Mayor Roe commented the HREIC will have to look at pieces of it rather than trying to effect large change. He noted that the Fire Department discussed earlier tonight their desire to engage with the community. Very early in those types of processes, the HREIC should be involved.

Councilmember McGehee stated a lot of the departments know how to engage with residents on issues in their areas: Parks and Rec, Fire Department, Police Department, and Public Works. She suggested that this Commission suggest ways to make the community comfortable with diversity and assists the Council in reaching diverse groups and helping to draw them in.

Willmus moved, Laliberte seconded, to extend the meeting through the conclusion of the agenda this evening.

**Roll Call**

**Ayes:** Willmus, Laliberte, Etten, McGehee and Roe.

**Nays:** None.

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Councilmember Willmus concurred with Councilmember McGehee that some departments are doing a good job. He encouraged the HRIEC to revisit the October meeting and review Commissioner Djevi's comments.

The Council discussed giving specific direction to the Commission by looking at its calendar included in the packet.

Councilmember Willmus suggested prioritizing the essay contest, Rosefest and also developing processes for direct outreach to underrepresented communities in the City.

Councilmember McGehee suggested focusing on the essay contest and Rosefest parade and Party in the Park. She suggested not worrying about the photo contest and the welcome packet. She suggested focusing on the who, what, why, when, where of engagement.

Councilmember Laliberte expressed support for the essay, the book discussions, Rosefest and Party in the Park. She agreed the photo contest and the welcome packet and town hall meeting will be best done after the question of who, what, where, why, when is answered. Once we know how we want to do outreach, these things will work better.

Chair Holub clarified the Council's direction of moving forward with the Essay contest, Rosefest, and book read as planned, and table the Town Hall/Open House, the photo project, and welcome packet for now. In lieu of those projects, have a larger, broader discussion about how the city can reach out to its residents – focusing on who to reach out to, how to reach out to them, when and where to do so. The Council concurred.

Mayor Roe noted that the conversation at the commission level is less focused on specific things to do, such as projects like the Photo project. It should focus on a general discussion of who we should engage, generally how we should engage them, then there can be discussion on specific ideas on what to do to engage.

Councilmember Laliberte stated that for example, instead of focusing on the format of a welcome packet piece, identify where specific groups are congregating and ways to reach them.

Mayor Roe suggested that may require some outside research. The commission may have to reach out to people in those communities in order to get some of that information.

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Assistant City Manager Olson asked for clarification on whether the Council was seeking a formal document or whether the commission could bring forward their recommendations piece by piece.

Councilmember Laliberte suggested that she is more interested in the commission having the discussions among the diverse group the council has appointed, and have ideas come from the commission. She stated she did not want to over-prescribe it, but rather have the commission discuss it.

Mayor Roe clarified that the proclamation work the commission is doing should also show up somewhere on the calendar document.