

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **DRAFT – FEBRUARY 24, 2021 - DRAFT**
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 15th. 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 5th 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 8th 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.*