

ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: April 19, 2021
Item No.: 7.c

Department Approval


City Manager Approval


Item Description: Joint Meeting with the Human Rights, Inclusion and Engagement Commission

BACKGROUND

Each year the City Council meets with various commissions to review activities and accomplishments and to discuss the upcoming year’s work plan and issues that may be considered.

The HRIEC has put together their 2020 accomplishments listed below and a draft work plan for 2021 (Attachment A). It should be noted that 2020 was an unusual year that was filled with a lot of unpredictability, uncertainty, as well as historic events. Due to the COVID-19 pandemic, the commission did not meet in April or May. Additionally, the commission held a special meeting in June in response to the George Floyd murder and civil unrest. Much of the rest of the year was spent refocusing efforts due to these situations as well as developing a work plan for 2021.

2020 in Review:

Essay Contest	<p>The commission partnered with the Roseville Dual Language Immersion program at RAMS to offer a native language essay contest in conjunction with the traditional essay contest. These essays were read and scored by Spanish speakers using the same scoring criteria. A total of 126 essays were received and scored. Additionally, the commission updated the way essays were scored and broke the scoring down by grade level.</p> <p>In addition, later in the year, the commission discussed and developed plans for the 2021 essay contest. This was significantly different from previous years in recognition of the current environment.</p>
Rosefest Parade	<p>The commission began preparation for participation in Rosefest, however due to COVID-19, the parade was cancelled.</p>
Engagement Project	<p>In September the HRIEC presented a draft Best Practices document to the City Council and city staff. This document is being reviewed with staff and the DEI consultant.</p>
DEI Consultant	<p>The HRIEC made a recommendation to the</p>

	City Council that an outside diversity and equity consultant could assist with moving the city's priorities forward. The City Council sent out an RFP and ultimately hired Culture Brokers.
Youth Commissioner Voting	Another recommendation presented was to allow youth commissioners to vote. This resulted in further research being done regarding potential liability but also a review of the youth commissioner application. At the time of this report, staff is prepared to present an update to the City Council on a final review.
Proclamations	Given that City Hall remained closed in 2020, the display case highlighting proclamations was suspended.
Racial Equity Narrative	The HRIEC recommended that the City Council formally adopt the Racial Equity Narrative that was developed as part of the GARE process. City Council formally adopted this in August.
Community Engagement Assessment	The HRIEC also recommended that the City Council conduct a Community Engagement Assessment along with the HRIEC and staff. The purpose is to determine where there is agreement, disagreement and/or tension as it relates to the city's community engagement efforts. An update on this will be provided by staff at an upcoming meeting.

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14 **BUDGET IMPLICATIONS**

15 At this time there are no budget implications. Any future programming or funding requests would be
 16 brought to the City Council for review and approval.

17 **STAFF RECOMMENDATION**

18 Receive update on 2020 accomplishments and on-going commission work. Provide feedback
 19 regarding the proposed 2021 Work Plan.

20 **REQUESTED COUNCIL ACTION**

21 Provide feedback on 2021 Work Plan.

Prepared by: Rebecca Olson, Assistant City Manager
 Attachments: A: HRIEC 2021 Work Plan

City of Roseville HRIEC 2021 Work Plan							
	Essay Contest	Rosefest Parade Engagement	Community Feedback Response	Commission Recruitment	Commission Interviews	Commission Onboarding	Community Outreach
Lead	Richard/Beverly	Etienne/Keith	Grace/Etienne/Beverly	Strategy Team		Richard/Beverly	Etienne/Keith
JAN	<p>Certificate of involvement from City</p> <p>Discuss gift card depending on # of submissions</p> <p>Post some submissions on website?</p> <p>Consider some honorable merit & interviewed on CTV</p> <p>Use gift cards from local businesses to support them as well</p>	<p>Ensure groups reached out to are apolitical</p> <p>Are 2 spots held each year?</p> <p>Commissioner Djevi volunteered as liaison to parade committee</p> <p>Make a list of communities not typically involved in local government & rotate through those groups each year</p> <p>Rebecca to clarify if 2 spots in addition to HRIEC/Commission spot</p> <p>Review proclamations for participation</p> <p>May 1st is deadline for groups to be in place. KOM, Native American group (tie in with Pocahontas park renaming), Grand Marshal idea?</p> <p>Look to confirm group at March meeting</p>	<p>Reviewed what commissions and city & city departments are doing</p> <p>Grace will send compiled research. It will be in Feb packet</p> <p>Next month looking at what other cities are doing.</p>	<p>This is part of Strategic Racial Equity Action Plan.</p> <p>Tracking demographics of who are applying & how often & who is interviewed. How many are applying?</p> <p>This is "on hold" for HRIEC work plan as it is being discussed with consultant.</p>	<p>This is "on hold" for HRIEC work plan as it is being discussed with consultant.</p>	<p>Youth commissioner voting</p> <p>Rebecca will provide staff report for Feb meeting</p> <p>Onboarding team - process (make time/commitment to meet&greet) - Richard</p> <p>Before first meeting - talk to new commissioners ahead of time</p> <p>Forward P&R handbook to Richard/Beverly</p>	<p>Ask all of commission for any pre-existing relationships with those who may want to be opinion leader or liaison</p> <p>Rebecca resend google form linkS</p>
FEB		<p>Start theme discussions. May tie into the larger parade them or focus on work of HRIEC. Attend other commission meetings to encourage parade attendance and sign-up.</p>	<p>Subgroup to research what other cities do/ best practices</p>	<p>Beverly develops recommendations and assist with youth commissioner recruitment.</p>		<p>Richard & Beverly observe 2021 onboarding process for commissions. Review onboarding materials.</p>	<p>Begin collecting names, institutions, and businesses. 10 minute brainstorming session at commission meeting.</p>
March	<p>Brainstormed ideas with Joanna.</p> <p>Subgroup will bring back suggestions for March meeting. Contest ends March 15. Once we know # of submissions, will be able to refine showcase. Have a summary to discuss</p>	<p>Etienne reached out to Native American group.</p> <p>Last year highlighted a proclamation (LGBTQIA) - could this be a criteria? Didn't do the event with the Hispanic group. With renaming Park, could tie that to Native American.</p> <p>Beverly would like young Asian Americans because discrimination is occurring.</p> <p>Decision: Asian American proclamation - (inviting KOM) and Native Americans (Allen & Xie work on KOM)</p> <p>Plan Hispanic Heritage Month for 2022</p>	<p>Looked into what other cities did. Making progress. Next month can present recommendations</p>	<p>Address application under youth commission item</p>		<p>Send Dept. of Admin link to open meeting law videos to Richard. Will look to get feedback from upcoming commissioners.</p>	<p>Passing this off to Keith. Attach list to each month agenda.</p>
April	<p>Potentially do interviews with CTV, Certificate</p> <p>Blurb in newsletter directing to website</p> <p>Recognition at City Council meeting</p> <p>Richard will contact CTV, Rebecca can reach out to students regarding specific privacy release</p>	<p>Keith reached out to KOM - will get back to him. Etienne reached out to NA community. Reaching out to others in the area.</p> <p>10 -15 members for KOM</p> <p>Etienne will reach out to other commissions w/ date and what we hope to do.</p>	<p>Wait until April provide email update</p>	<p>Pushing info to students in late May or even early July.</p> <p>Ask Cmsr. Xie to help spread word</p>	<p>Strategy team working on this in a larger capacity</p>	<p>Onboard new commissioners</p>	