

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **DRAFT – August 18, 2021 - DRAFT**
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6 **Commissioners Present:** Keith Allen, Amanda Becker, Etienne Djevi, Richard James,
7 Kathryn Macomber, Laura Palmquist and Adepeju Solarin (Peju).
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9 **Youth Commissioners:** Beverly Yiling Xie
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11 **Commissioners Absent:** Paul Haas (excused)
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13 **Staff Present:** Thomas Brooks, Equity and Inclusion Manager
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15 **Call to Order/Roll Call**
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17 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to
18 order at 6:30 p.m.
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20 **Approve Agenda**
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22 Commissioner Macomber moved and Commissioner Becker seconded a motion to approve the
23 Agenda as presented. Motion passed 7 ayes, 1 abstain (Peju).
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25 **Public Comment on Items Not on Agenda**
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27 None.
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29 **Commission Response to Community Issues**
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31 None.
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33 **Approve Minutes**
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35 **a. July 21, 2021 Human Rights, Inclusion and Engagement Commission**
36

37 Commissioner Peju asked what the Commission's role was with CultureBrokers and if the
38 Commission was just being kept abreast of what was going on or if the Commission needed to
39 do anything. She asked if this was a ceremonial function or not. She indicated that was not clear
40 to her. She referenced line 168 in the minutes and did not think that answered what
41 Commissioner Becker brought up on line 160-166.
42

43 Chair Djevi indicated he would like to first approve the minutes and when the agenda item for
44 CultureBrokers comes up this could be discussed there.
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46 Commissioner Macomber moved and Commissioner Palmquist seconded a motion to approve
the July 21, 2021 Human Rights, Inclusion and Engagement Commission meeting minutes as
presented. Motion passed 7 ayes, 1 abstain (Peju).

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Youth Commissioner Report

Youth Commissioner Xie reported that the block party was fun and brought the surrounding communities together. She thought this served a useful function and an inspiring function because she felt that everyone was brought together.

New Business

a. CultureBrokers, LLC Update

Equity and Inclusion Manger Brooks updated the Commission on the work CultureBrokers has done as well as the work done SREAP. He indicated they have worked on process mapping with City staff.

Commissioner Peju commended Mr. Brooks on the work he has done so far and giving the Commission to work with and to understand the work that is going on.

Mr. Brooks explained the HRIEC’s role is to set expectations and for the most part is to receive updates because it is a formal process for staff to continue to update the Commission on a monthly basis and have the Commission to ask questions and give feedback. He knew that staff would need a significant amount of help with the Board and Commission process, engagement in general as well. He noted staff is currently in the process, as the data is being reviewed and reworked, staff will want the HRIEC input in helping to finalize whatever the new process is to make sure it will make sense for the residents, it appears to be inclusive and equitable and that it is a process that everyone in the City can work with.

Commissioner Allen thought this was helpful and having the HRIEC as a group of accountability will be useful.

Chair Djevi indicated in the presentation Mr. Brooks talked about hearing from stakeholders and he asked for more of an explanation on that.

Mr. Brooks explained the stakeholders are anyone that is directly impacted or involved in each of the problems. For hiring and recruitment the primary stakeholders are existing staff and have recently gone through the process. Being able to leverage those voices through surveys or interviews and focus groups, which the City has not gone through yet, but making sure to get those perspectives on what their experience was like going through the hiring and recruitment process. Staff also has the idea of reaching out to those that have gone through the process and maybe did not get hired. This is something staff will try to approach as well. With the Boards and Commissions stakeholders would be any of the staff around the City that is impacted by the work of the Commissions, Commissioners and the general community that would be eligible to apply for the Commissions, including those that have applied in the past and have not been appointed. Those are the stakeholders the City is trying to engage.

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Chair Djevi thought the Commission would like to be the voice of the community and what he thought the Commission was presenting. He thought the process presented is more internal rather than external, so he wondered if there was any plan of having the community input in the whole process so that it is a combination of both internal process and output from the outside.

Mr. Brooks explained the process is already defined and approved by the Council and staff is just following the process in itself, however, they do need and important to get community feedback again related to the specific processes that would be developed for the onboarding, commission recruitment, as well as hiring where it makes sense.

Chair Djevi thought what he heard was engagement opportunities will present themselves and the Commission will help with the engagement part as voices of the community.

Mr. Brooks indicated the fact that the HRIEC has been so much closer to this work than other Commissions, he thought it creates a situation where the Commission can provide even greater input on the process but he also wanted to be careful about setting HRIEC up to be the voice of all Commissioners or the entire community so through this work staff is actually trying to get away from that and if successful staff should be able to go to any Commission to get some of those voices. He thought the HRIEC was valuable and top of mind when discussing this but there may be opportunities where staff asks for the Commission's input or reach out through some of the Commission liaisons to work with some of the other Commissions as well.

Ms. Lisa Tabor, CultureBrokers, LLC., arrived at the meeting at 6:54 p.m.

Ms. Tabor reviewed the next steps that CultureBrokers and staff will be working on as well as what process mapping is and involves.

Commissioner Peju thanked Ms. Tabor for noting the specifics on next steps. Since she has been on the Commission she is beginning to see more why in earlier Commission meeting sessions that she had shared that it appeared to be more of an internal process and what she is hearing is that actually the focus and scope of CultureBrokers might just be more of an employee workplace as opposed to what was previously communicated in briefings as a City-wide situation. She wanted to go on record that Mr. Brooks noted that there is difficulty with either the desired potential to either reach out to past Commissioners or past applicants and things like that so she wanted to mention that to her as a Commissioner it is not really clear because it seems a little conflated if they are talking about issues of human rights, inclusion, and engagement, that it becomes also conflated that other Commissions, which have other scopes and plans, would need to be in that conversation. She noted since she has been on the Commission they have not been asked to advise, evaluate and to engage and it seems that would be a supportive role or a complimentary role in some area so

137 she would be curious down the line for the City, with the support of CultureBrokers
138 to clarify that term “difficulty” because it seems unclear to her at the moment.
139

140 Mr. Brooks thought there might be a misunderstanding or if he misspoke, in terms of
141 difficulty, he thought Commissioner Peju might be referring to the difficulty in just
142 providing general information about the process to the community or to general
143 stakeholders in requesting feedback at every step of the way. He mentioned that it is
144 a little difficult because these are internal processes that are not seen on a day-to-day
145 basis or worked on a day-to-day basis by community members. That does not mean
146 that they cannot take specific parts of this process that are more easily digestible to
147 the community to get that feedback. When Commissioner Peju talked about the other
148 Commissioners being involved in this process that gets back to who the stakeholder
149 is, and the City stakeholders are those people that have experience with these
150 processes. The HRIEC is highly valuable to the process but there are other
151 Commissioners that also have experience going through the Commissioner
152 recruitment process. He did not know for sure what the feedback is going to look
153 like, if it will be a survey, interview or focus group, but staff wants to make sure that
154 the City is getting as many of those voices as possible and of course that always starts
155 with the HRIEC. If there are ways that the City can engage some of the other
156 Commissioners that have that very direct experience as well, actually equal to the
157 experience that the HRIEC went through, he thought that could also be valuable and
158 is what he meant when he stated involving some of the other Commissioners.
159

160 Commissioner Becker thought this was very helpful in going back to what she had
161 said at the previous meeting about the communication plan. She thought the
162 Commission could be moving out into the community to let the community know the
163 Commission is there and on top of that is the fact that the City of Roseville itself, is
164 dedicated to change, transition and there is a strategic plan that is in motion. She
165 thought that is a part of the disruption in the process and part of that is the awareness
166 and community members feeling engaged and aware that the City cares enough to go
167 through something.
168

169 Chair Djevi agreed and indicated this has been something he has been advocating for
170 a number of years.
171

172 Mr. Brooks thought a lot of these things mentioned, like everything else in local
173 government is not going to happen overnight. He thought staff was making huge
174 progress and making significant changes that he thought will really impact the
175 Commission for the better.
176

177 Chair Djevi indicated he was excited about the prospect of having the process and
178 looking at where the gaps are so the City does not repeat the same mistakes that were
179 made in the past and expect a different result, especially when it comes to what is
180 important to people. A better outcome is ultimately what they want.
181

182 Ms. Tabor wanted to point out that when they do the decision point analysis, the
183 process is all laid out and they look at the decision point analysis, output, and
184 everything, that is data and information collection and the information that they will
185 be collecting as well is how the process works for the people involved. She indicated
186 that is a little more qualitative information and more about how satisfied a person is
187 with the process. What they want to do right now is to make sure they are clear about
188 the process and about where decisions are made and who owns them. The data is
189 collected and then it goes to the customer, the people who are the participants in that
190 process and ask them those further questions about their experiences.

191

192 **b. Special Officer Election – Vice Chair**

193 Chair Djevi indicated Vice Chair Lee had to resign from the HRIEC for family
194 reasons effective August 2, 2021. He indicated the Commission will miss
195 Commissioner Lee a lot and he thanked her for all of her work done.

196

197 Chair Djevi explained the Commission needs to appoint a new Vice Chair to fill the
198 remainder of the current Vice Chair term through March 21, 2022.

199

200 Chair Djevi asked for nominations for the role of Vice Chair.

201

202 Commissioner Peju nominated Commissioner Macomber.

203

204 Youth Commissioner Xie nominated Commissioner Allen because she thought he
205 was well connected in the community.

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207 Commissioner Allen nominated Commissioner Palmquist.

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209 Chair Djevi asked if Commissioner Macomber accepted the nomination.

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211 Commissioner Macomber indicated she did accept the nomination.

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213 Chair Djevi asked if Commissioner Allen accepted the nomination.

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215 Commissioner Allen indicated he also accepted the nomination.

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217 Chair Djevi asked if Commissioner Palmquist accepted the nomination.

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219 Commissioner Palmquist indicated she appreciated the nomination but thought
220 Commissioner Macomber would make a great Vice Chair. She declined the
221 nomination.

222

223 Chair Djevi asked Commissioner Macomber why the Commission should vote for
224 her.

225

226 Commissioner Macomber explained she has done much board work and board
227 development work and has a background in working in and with diversity, inclusion,
228 and equity and particularly because it is a short term she knew she could commit that
229 time and her heart is with the Commission.

230
231 Chair Djevi asked Commissioner Allen why the Commission should vote for him.

232
233 Commissioner Allen explained honestly he was committed to always not needing a
234 title to do what he does. He is committed to being a great number three or four when
235 the Commission has a great number one and two that can commit and visually be that.
236 He stated his heart is to continue to do what he can do in the roles he has. He
237 appreciated Youth Commissioner Xie for nominating him but know that he did not
238 need the title to do the work.

239
240 A motion was not made but a role call was done for each candidate.

241
242 Chair Djevi indicated he would vote for Commissioner Macomber because he is a
243 good proponent of having gender quality and gender representation in whatever they
244 do and he thought, in his opinion, it would be good to have a woman as a Vice Chair.
245 That was also the reason why he supported Commissioner Lee's nomination last time.

246
247 Commissioner Becker explained she would vote for Commissioner Macomber for the
248 same reasons and Commissioner Macomber is very detail oriented and attuned to
249 process and she thought this role fits.

250
251 Commissioner James indicated he also votes for Commissioner Macomber.

252
253 Commissioner Palmquist stated she votes for Commissioner Macomber.

254
255 Commissioner Peju explained she would vote for Commissioner Allen.

256
257 Youth Commissioner Xie indicated she would like to vote for Commissioner Allen.

258
259 Commissioner Macomber stated she would vote for Commissioner Allen.

260
261 Commissioner Allen explained he appreciated the acknowledgement as candidate for
262 Vice Chair, but he would vote for Commissioner Macomber.

263
264 Mr. Brooks indicated with the voting done Commissioner Macomber has been elected
265 Vice Chair of the HRIEC.

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267 **c. Work Plan Updates**

268 Equity and Inclusion Manager Brooks explained this item is to review the 2021 work
269 plan updates. He asked for Commission Leaders for each plan to update the
270 Commission on progress of their item.

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Commissioner James and Mr. Brooks updated the Commission on the Essay/Art Contest. Mr. Brooks indicated there has not been anything sent out to the schools yet, but staff is planning on doing this in the next few weeks.

Chair Djevi indicated one community that he read in the report is the home-schooled kids and he wondered if anyone has done the work to find someone in that community that could be the liaison to get the essay question to those kids.

Mr. Brooks deferred this to the subcommittee and indicated Commissioner Hess was supposed to connect with his homeschool network to promote this opportunity. Beyond that staff is working to push this out through email, website, the newsletter and on the website.

Chair Djevi asked if the promo video that was suggested by Youth Commissioner Xie something that was being worked on.

Mr. Brooks explained this is something he would send that back to the subgroup. There are limitations on the staff side which he will talk about in the staff updates.

Youth Commissioner Xie asked what schools the essay is going to be sent to.

Mr. Brooks indicated Ms. Olson has the list and it will need to be updated and expanded for different languages.

Chair Djevi asked if this is something that the sub-committee can work on so staff does not need to spend time on that work.

Mr. Brooks thought if the subcommittee is willing to take that on then he would turn it over to them.

Commissioner James indicated he would not have the time or resources to do that and thought that has been handled by the liaison people in the past.

Youth Commissioner Xie indicated she thought it would be better for someone higher up to do that because it would have more merit.

Chair Djevi thought that made sense.

Commissioner James indicated there was a lot of work that the subcommittee had to do such as working on two different rubrics and find out one for the visual component of it.

Chair Djevi asked when the entries were expected to come into the City next year.

316 Commissioner James explained the deadline will be January 30th or 31st and how the
317 process will work.

318
319 The Commission lightly discussed the grading and judging of the essays.

320
321 Chair Djevi indicated there is not anything going on with the Rosefest Parade at this
322 time.

323
324 Chair Djevi asked if there was any Commissioner that would like to take former
325 Commissioner Lee’s spot on the Community Feedback Response work plan item.

326
327 Commissioner Peju indicated she was on the Community Outreach as well and it
328 appears there is some overlap, so she cautiously nominated herself to be on the
329 subcommittee for the Community Feedback Response.

330
331 Mr. Brooks updated the Commission on the Commission Recruitment and
332 Commission Interviews process.

333
334 Commissioner Peju asked if fliers could be picked up and distributed to different
335 places regarding Commission recruitment.

336
337 Mr. Brooks indicated he could try to whip something up for the Commission. He
338 noted this has been discussed to distribute in the Spring for recruitment.

339
340 Commissioner James indicated regarding Commission Onboarding, an email will be
341 sent out to new Commissioners before the next meeting asking about how the
342 orientation and onboarding went for them asking for ideas or suggestions for future
343 Commission onboarding.

344
345 Chair Djevi indicated the subcommittee has not met for the Proclamation Support
346 work item.

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348 Commissioner James asked all of the Commissioners to look through the
349 proclamation list and try to figure out what proclamation each would like to work on
350 with the subcommittee.

351
352 Commissioner Allen updated the Commission on work being done with the
353 Community Outreach work plan item.

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355 **d. Conversion Therapy Ban Ordinance Discussion**

356 Commissioner Palmquist summarized the Conversion Therapy Ban Ordinance
357 discussion in the subgroup that was formed. She noted two items popped up during
358 discussion which the subgroup wanted to bring before the entire Commission. First
359 of all when the subgroup started looking over the draft of the Ordinance they did not
360 feel comfortable filling in the purposes part that the attorney had left blank. The

361 group felt the Commission was more advisory than creators of an ordinance. The
362 subgroup hoped to have a meeting with the City Attorney soon to fill it in. The
363 second thing with the 80/20 clergy versus non-clergy, how can they bring a wider
364 scope to the whole ordinance. That was something the subgroup is trying to figure
365 out with the attorney. The other piece is this is going to be a long project and the
366 subgroup will have updates, but it will not be done in a month. There is a lot of
367 research, planning and discussion that needs to go into it to actually make a
368 difference.

369
370 Chair Djevi added the subgroup is going to actually try to reach out to the people who
371 brought this to the City's attention and use that information as data to back the
372 proposed ordinance. At this point the subgroup is trying to gather as much
373 information as possible and meet with the City Attorney to see what kind of legal
374 language can be put into an ordinance like this.

375
376 Commissioner Becker asked if there are any parameters around interviewing people
377 or should there be someone like a licensed therapist to conduct those interviews.

378
379 Mr. Brooks explained he would not suggest there be interviews. One thing that was
380 mentioned at the City Council meeting was to have some victims of conversion
381 therapy speak at the meeting. That is a huge ask to have someone come and speak
382 publicly about that. He indicated he was personally uncomfortable with that, but they
383 can certainly reach out and ask.

384
385 Chair Djevi wondered if someone, such as an outside researcher, could do additional
386 research on this and maybe get paid out of the budget to do the work rather than have
387 staff spend a lot of time on researching this.

388
389 Mr. Brooks indicated there are a lot of questions with that. Originally he wanted to
390 offer to help the HRIEC with all of this work so that the HRIEC could do all of the
391 work and research and have this be a community led and community driven initiative,
392 especially when it gets into the public comment period and why Roseville should take
393 this on for it to be community led. This was really important to staff leadership and
394 the City Council. That is why he decided to take a step back on pushing through a lot
395 of these things. Within the scope of what was asked by Council, they certainly have
396 the capacity to do that, filling in the purpose of findingspro of the ordinance in
397 consultation with the attorney. Reaching out to the cities that already have ordinances
398 to find out what their experience has been since passing the ordinances, staff can
399 prepare emails to send. Putting together a presentation and the extra work of
400 hopefully finding someone to share a testimonial, there are a number of cities in the
401 State that have already passed similar ordinances and have already laid the framework
402 and the groundwork for the research. That was why he pushed back because he felt
403 like the Commission is trying to reinvent the wheel when this has already been done
404 in other cities. He would urge the Commission to leverage that and rely on the
405 blueprint that has already been laid out by many of the other cities. He knew the one

406 thing that Roseville is trying to do different, which he did not see it as being
407 successful is tackling the religious exemptions. Beyond that, this is what other cities
408 have done and Bloomington just passed their ordinance.

409
410 Commissioner Peju indicated what Mr. Brooks brought up is what the subgroup
411 discussed. But to make sure the ordinance was not cookie cutter and just for
412 Roseville, the subgroup saw the need to make sure that it was community led from
413 people who are in Roseville and for the Commission to come up with that information
414 which is why the subgroup thought it might be helpful to have some research
415 assistance to have all of that providing well informed information. The subgroup did
416 want to avoid reinventing the wheel.

417
418 Commissioner Allen indicated there are two organizations that come to mind that he
419 could introduce the Commission to. Depending on who would be willing to speak, he
420 would be concerned about having a victim come and speak but he would strongly
421 suggest looking at advocacy to support the victim. He noted he could work on
422 reaching out to some organizations if the subgroup would like him to do that.

423
424 Chair Djevi indicated the statistics on conversion therapy and suicides can be
425 received from other communities but what is happening in Roseville cannot be found
426 anywhere else and the City does not have that data. He asked if the Commission
427 could get as specific as that.

428
429 Mr. Brooks was not sure how the City can get that data, but they could probably reach
430 out to some of the organizations that are local to find out what localized information
431 that they have. He knew that information was hard to get even on State and National
432 levels. He thought it was worth asking but he was hesitant about it.

433
434 Commissioner James suggested to go back in the community response forms and try
435 to contact those people to see if they had any local information.

436
437 Commissioner Becker indicated the subgroup already did that. She indicated the
438 hurdle the subgroup is trying to get over is that the people connected to this do not
439 know the City.

440
441 Commissioner Peju thought that is why the Commission has done some of the grunt
442 work and this work would benefit from some research assistance, especially with
443 Roseville being so strategically located to the University of Minnesota area, it would
444 not be difficult to have a student research assistant to help look through some of the
445 work that has already been done on their behalf and then some of the work the
446 Commission has done. That would be also data mining information that they could
447 provide information on the drafting of the ordinance itself for the City. They want to
448 build on the information that either Duluth or Bloomington and other cities have
449 done.

450

451 Chair Djevi thought in the interest of time and to have a good product in the end, he
452 suggested the subcommittee meet again to see what the next steps should be. He
453 agreed this should not be rushed through.
454

455 **Other New Business or Reports**

456 a. **Staff Updates Report**

457 Equity and Inclusion Manager Brooke reported on the following:

- 458 • SREAP updates-This was discussed earlier in the meeting.
- 459 • Rice Larpenteur Alliance August 14th event with MAC
 - 460 ○ Thanked the Commissioners that participated in the event.
 - 461 ○ Dedicating more resources on community engagement such as fliers
462 and informational items.
 - 463 ○ Working on submitting a proposed budget to the Council that will
464 include money for equity and community engagement.
 - 465 ○ Purchasing a tent, table, and other things for events.
 - 466 ○ Youth Commissioner Xie thought having fliers in different languages.
467 She also could use her musical talent next year and play her cello to
468 attract people. Have a City Councilmember make an appearance.
 - 469 ○ Commissioner Macomber indicated she sent a list of helpful ideas to
470 Mr. Brooks.
 - 471 ○ Commissioner Becker thought next year Roseville could take the lead
472 and make its corner a bigger and better event. Try to figure out how to
473 naturally bring people in.
 - 474 ○ Mr. Brooks would have liked to have shut down the intersection to
475 bring everything inward, which would have helped them out.
- 476 • Staffing updates/meeting structure
 - 477 ○ The City is in the process of hiring a Housing Navigator.
 - 478 ○ The Community Development Department has hired a business intern
479 which will focus on the outreach to BIPOC businesses within the City.
 - 480 ○ Update on the Communications Team. Cory Yunkie will be taking
481 over the Communications Manager role for administration.
- 482 • Commission recruitment
- 483 • In person/hybrid meetings
 - 484 ○ Update on City meetings. He noted starting in September hybrid
485 meetings will still be available but wherever the Commissioner is
486 remotely has to be communicated to the public and has to be
487 accessible to the public. He noted the City has conference rooms
488 available as well for Commissioners to use.
 - 489 ○ Commissioner Peju indicated she would like to see the legal
490 information on that seeing that they are in peacetime or COVID
491 challenges.
 - 492 ○ Commissioner Macomber thought if a Commissioner was quarantined
493 and could not be at the meeting then she thought this new rule would
494 mean the Commissioner would not be able to participate in the
495 meeting and should be absent.

