

**Human Rights, Inclusion and Engagement Commission
Meeting Minutes
June 20, 2018**

Commissioners Present: Cat Beltmann, John Eichenlaub, Chelsea Holub, Monica Bolinger, Lauren Peterson, Subbaya Subramanian, Michelle Manke, and Etienne Djevi

Youth Commissioners: Acer Iverson and Elizabeth Hansel

Commissioners Absent: James Ryerson (excused)

Staff Present: Rebecca Olson, Assistant City Manager

Call to Order/Roll Call

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

Approve Agenda

Commissioner Manke moved and Commissioner Eichenlaub seconded a motion to approve the Agenda as presented. Motion passed unanimously.

Public Comment on Items Not on Agenda

Approve Minutes

a. May 16, 2018 Human Rights, Inclusion and Engagement Commission

Commissioner Peterson noted on page 2, the fifth paragraph refers to “the Commissioner,” but it should read “the Commission.”

Commissioner Manke moved and Commissioner Djevi seconded a motion to approve the May 16, 2018, Human Rights, Inclusion and Engagement Commission meeting minutes as amended. Motion passed unanimously.

Receive Reports

Youth Commissioner Report

Youth Commissioner Iverson reported that the first book club meeting was held yesterday, but there was no turnout. The next book club meeting will be Friday from 3-5pm.

New Business

a. Rosefest Parade and Party in the Park Planning

Assistant City Manager Olson indicated there are 11 Commissioner signed up to walk, and t-shirts have been ordered. There are 6 people signed up to staff the booth.

The Commission discussed the details of the candy, t-shirts, banners, and booth.

a. Discuss Engagement Approach

Commissioner Beltmann arrived at 6:50 p.m.

Commissioner Beltmann presented the engagement practices document, which merged her ideas with Commissioner Djevi's ideas, as discussed in the prior HRIEC meeting.

The Commissioners expressed support for the document and discussed formatting options for the best possible presentation to the City Council.

Assistant City Council Manager Olson recapped that the Council will be receiving an HRIEC update at the July meeting; she clarified it will be a briefer check-in rather than a full 45-minute joint meeting.

b. Discuss 2018-2019 Essay Contest

Assistant City Manager Olson discussed that the planning process for the 2018-2019 school year will begin this summer. She noted that it will help teachers to plan for their year if they know the essay topic in August.

Possible essay topics discussed by the Commission included: human rights, inclusion, outreach in the city of Roseville, child labor, concepts of privilege and oppression, gun control, drugs, human trafficking, and social movements.

Commissioner Beltmann noted that the essay judging is biased towards those who have English as a first language, since one criterion is how well-written the essay is.

Commissioner Manke commented on trafficking as well as school safety, as those are very personal issues.

Commissioner Iverson commented on trafficking, noting that the prime age for victims of trafficking is 9 – 14 years old.

Commissioner Djevi expressed support for essay topics of trafficking, school safety, as well as the war on drugs in the Philippines and in the U.S.

The Commission narrowed down the four topics to include:

- human trafficking
- school safety including bullying

- War on Drugs in Philippines and War on Drugs in the U.S.
- Privilege

Each Commissioner was directed to send two questions related to at least one of the topics by July 10th to Ms. Olson.

c. Proclamation Updates

Commissioner Peterson indicated she is still researching a proclamation in the area of human trafficking, and she will look again at the Women’s History proclamation.

Commissioner Djevi commented he is working on Black History and Asian American History months.

Commissioner Hansel indicated she is working on the Disability proclamation and has been in contact with some local groups.

Commissioner Eichenlaub recalled his previous update, wherein it was noted that Hispanic is the incorrect terminology.

Commissioner Bolinger indicated she is waiting for a return phone call from a local fair housing group as well as from a couple LGBTQ organizations.

Assistant City Manager Olson noted there will be an update on fair housing at an upcoming Council meeting. She will pass along that information once she receives it.

Chair Holub asked about next steps, and it was decided to have a full review of half the proclamations at the July meeting:

- Hispanic heritage
- Disability
- Women’s History
- Black History
- Fair Housing
- LBGTQ
- Racial Equity
- Native American

d. Youth Commissioner Appointment Recommendation

Assistant City Manager Olson indicated the Youth Commissioners’ terms are up at the end of July, and both Youth Commissioners are eligible to serve again.

Commissioner Djevi moved and Commissioner Eichenlaub seconded a motion to reappoint Acer Iverson and Elizabeth Hansel as the HRIEC Youth Commissioners. Motion passed unanimously.

e. Government Alliance on Race and Equity Update

Assistant City Manager Olson briefly highlighted GARE as an organization and the City of Roseville's involvement in it. She noted this is a national network of governments who are looking to advance equity for all. Roseville became part of this network in January 2018. She emphasized GARE is not just a project; it is something staff is looking to embed into the organization in every area. There have been major milestones achieved in other organizations, and Roseville has opportunity to create progress as well.

Assistant City Manager Olson continued that GARE targets racial equity, but also believes that a rising tide lifts all boats. Therefore, targeting racial equity mean all components of a community benefit. GARE has a broad cross-section of participants: large and small communities, rural and urban, all within a variety of government entities. Their 3-pronged approach includes a commitment to achieving racial equity; utilizing the power and influence of institutions to create equity; and developing partnerships to create racial equity. One effort has been to become comfortable with the staff to talk about race. Racial equity is not linear, nor is it a zero-sum game. There will be things that work well and things that do not have great results. Currently staff is in the midst of developing a one-year action plan that will be tangible to obtain and have measurable outcomes. Approximately 30-40 communities have gone through the GARE process and have already created action plans. She added that every department in the City of Roseville is represented on the GARE team, which helps it grow within the DNA of the organization.

Assistant City Manager Olson displayed the racial equity narrative that has been composed by the City staff participants of GARE. The goal is to have an action plan by the end of this year. A racial equity toolkit has already been established. The toolkit provides steps to follow when thinking about a policy or program.

f. Discuss Police Video

Chair Holub recalled that a press release was sent out by the Police Department a few weeks ago regarding an arrest in which force was used. Commissioner Eichenlaub subsequently asked for the incident to be discussed by the HRIEC, but there was not sufficient time to notify the public in order for the item to be included at the previous HRIEC meeting. Thus, the incident is on the agenda for tonight.

Commissioner Eichenlaub noted that a City staff member sent him the training materials used by the Police Department (PD) and also included the actual police report. There was a lot of other terrific information included regarding how the PD interacted with the community at large. He also stated the City does need to be seen as actually addressing this issue at the Council or Commission level. He believes a Commissioner attended a Council meeting and brought up the incident. There are also other Roseville groups who are intent on looking at this issue. Showing that the

City is addressing this is important. If the perception is that the City is trying to sweep this under the rug, there will be trouble.

Commissioner Manke asked whether this is an active investigation.

Commissioner Eichenlaub responded that the incident was opened and closed on the same day. That the video has made rounds on social media. He noted that the role of the Commission is to evaluate the situation and advise the Council.

Chair Holub commented she sees parallels between what happened and an incident that occurred in the community last year regarding racial profiling in a local business. Part of the discussion last time concerned that it may not be the Commission's role to respond to a particular situation, because that is not within the ordinance. But the Commission's role is to provide broader recommendations as to how the City can address the issue at large and prevent something like it from happening again. She noted that training materials in racial profiling have been discussed in the past.

Commissioner Manke noted that unless a Commissioner has a background in law enforcement or has family in law enforcement, the HRIEC is unequipped to address these issues. Things can be taken out of context in social media.

Commissioner Eichenlaub stated he understands the PD has a version of events, and the person who released the video may or may not have had an agenda. In this situation, there is question about the possible spinal injury of the man being arrested. The Police seemed not to hear or respond to that piece of information and appeared not to act on it. He agreed he does not have a background in law enforcement, but that does not preclude him from saying anything about the incident.

Assistant City Manager Olson reminded the Commission to remain cognizant of the role it has been tasked with by the Council.

Chair Holub concurred, noting that the Commissioners are still processing what has happened, and there may be some level of raw emotion.

Commissioner Beltmann stated that as a Commissioner, she would like the City to consider the language and tone of the police report that was issued. As a member of the community, she felt it was somewhat canned and condescending.

Commissioner Djevi commented he saw the video on Facebook and he watched it two weeks after he had gone on a ride-along with one of the police officers. He was disappointed. He expected the guy to be treated with more humanity. He also commented on the silence from the elected officials. The City keeps talking about wanting to be inclusive, but when things like the incident happen, everyone is silent. The Council will have to determine if this statement of engagement and inclusion means something to them. There are things that could be done as a group. On March

14th, there was a presentation of Imagine Roseville data collected in 2017. He was present and believes there were many unanswered questions. He asked whether there is any next step for Imagine Roseville to get at the findings from the data collection.

Assistant City Manager Olson recalled the Council wants to have a discussion themselves on Imagine Roseville that sets the parameters of what they would like from the HREIC.

Commissioner Subramanian noted that a posted video can only show partial information; it does not show the full view. He suggested getting some kind of a recommendation on how to communicate to the public so it is less offensive.

Commissioner Djevi commented he has had a meeting with the Police Chief, and he truly wants to make things better. He believes efforts should be made to improve relationships between the PD and the community. This Commission has an opportunity to work with the Police to facilitate that relationship.

Commissioner Manke stated if someone chooses to disregard a law, everyone knows there are consequences. She questioned why someone would continue on when asked by a police officer to stop.

Commissioner Beltmann cautioned that this conversation may be better had outside the parameters of this Commission. She noted there is a larger historical context as well.

Commissioner Hansel commented on mental health issues. She suggested the Council re-consider implementing a mental health liaison.

Commissioner Djevi stated he has talked with the Police Chief about that very issue some time ago. He urged the Commission to seize the moment to work with the PD on community relations.

Commissioner Peterson agreed with Chair Holub's previous comments that the Commission's work on racial profiling should not be overlooked. That Commission's work on racial profiling also applies to this particular incident.

The Commission discussed bringing in the Police Chief to discuss community engagement and building community relations with the HREIC.

It was decided that Chair Holub will create a template which Commissioners can use to create questions to discuss with the Police Chief. Once this additional research is done, the Police Chief will be invited to attend a future HREIC meeting, wherein the questions will be discussed and a conversation will be had regarding building mutual respect for the PD and the community.

g. Election of New Chair

Chair Holub restated she will be stepping down as Chair as she moves to Seattle for law school. She opened the floor for nominations for Chair.

Commissioner Manke nominated Commissioner Beltmann for Chair.

Commissioner Eichenlaub nominated Commissioner Djevi for Chair.

After further consideration, Commissioner Djevi withdrew his acceptance of the nomination.

Commissioner Manke moved and Commissioner Subramanian seconded the motion to nominate Commissioner Beltmann as Chair of the HRIEC. Motion passed unanimously.

Commissioner Djevi stated Commissioner Beltmann will do a wonderful job in the role of Chair.

The Commission discussed who will attend the July 9th Council meeting.

Other New Business or Reports

a. City Engagement Efforts

Assistant City Manager Olson stated there is a record number of volunteers at Rosefest and for the parade. She noted that over 400 runners are scheduled for the race and also highlighted several of the community events that are part of Rosefest.

Announcements

Future Agenda Items

- a. IAP2 Training
- b. 2020 Census
- c. New American Forum Update

Adjournment

Chair Holub adjourned the meeting at 9:15 p.m.

Respectfully submitted,

Allison Burr

TimeSaver Off Site Secretarial, Inc.