

**Human Rights, Inclusion and Engagement Commission  
Meeting Minutes  
July 18, 2018**

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

**Youth Commissioners:** Acer Iverson and Elizabeth Hansel

**Commissioners Absent:** Michelle Manke (excused) and 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 6:35 p.m.

**Approve Agenda**

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

**Public Comment on Items Not on Agenda**

**Warren Wolfe, 1999 Snelling Avenue N.**

Mr. Wolfe stated he is a retired newspaper reporter and is very interested in the work of this Commission. He recently joined the League of Women Voters, in part so he could report to them on the work of the Commission. The League encourages increased participation in government and to increase understanding.

Commissioner Djevi asked whether the League plans to host a forum for Mayoral and Council candidates.

Assistant City Manager Olson commented that is the plan, though the details as to date and time are still being worked out.

**Approve Minutes**

**a. June 20, 2018 Human Rights, Inclusion and Engagement Commission**

Commissioner Djevi moved and Commissioner Holub seconded a motion to approve the June 20, 2018, Human Rights, Inclusion and Engagement Commission meeting minutes as presented. Motion passed unanimously.

## **Receive Reports**

Youth Commissioner Hansel asked whether the Council approved her reappointment as well as Youth Commissioner Iverson's reappointment.

Assistant City Manager Olson reported that vote will be on the next Council agenda.

## **Youth Commissioner Report**

### **New Business**

#### **a. Recap from Meeting with City Council and Next Steps**

Chair Beltmann provided a recap on the meeting with the City Council. The Council approved the work plan and the approach to move forward. Beyond giving the approval for moving forward, no specific instructions were given on how to tackle that work. Now that the two tracks are decided on, the next step is to move into implementing that work.

Commissioner Holub added that the reaction from the Council was the most positive she had seen to date towards the HRIEC.

Commissioner Holub stated the Council had comments and suggestions about the questions the HRIEC is planning to ask the City staff. She suggested someone on the Commission tweak those survey questions and bring it back to the Commission.

Commissioner Peterson noted that the Council suggested the HRIEC look at what other communities are doing as well.

Assistant City Manager Olson asked whether the survey should happen first before new ideas are presented and considered.

The Commission discussed how to proceed. It was decided to pursue new ideas at the same time as waiting for survey feedback from staff as to what has and has not worked in the past.

Chair Beltmann summarized the following work products to bring back to Council: (1) compiling results of surveys and interviews with City staff; (2) putting together best practice guide and matrix; and (3) presenting creative engagement techniques found in other communities.

Chair Beltmann asked about creating survey questions. Assistant City Manager Olson indicated she would partner with Chair Beltmann on that project.

Commissioner Subramanian suggested creating an engagement tool with the community along the lines of a TED Talk, called ROSE Talk, to really engage with the community and ensure their voices are heard.

Commissioner Bolinger volunteered to help create questions to ask other communities about their engagement practices.

Commissioner Subramanian asked about how to analyze all the data that will be coming back to the Commission.

The Commission discussed whether to issue a survey to the community as well as staff.

Assistant City Manager Olson volunteered to bring in information on City demographics as well as any other type of helpful information staff has.

Chair Beltmann summarized the following tasks:

- Chair Beltmann will draft survey/interview questions for City staff;
- Assistant City Manager Olson will pull together data with City staff on community demographics;
- All Commissioners will review the 2040 Comp Plan, specifically the demographic data;
- All Commissioners will do online research on initiatives other communities are doing on engagement.

All this information will be brought back to the group in August, with the hope to begin the survey shortly thereafter.

Assistant City Manager Olson also suggested Commissioners review the information on the GARE website as well as The Diversity Council.

**b. Debrief – Rosefest and Party in the Park**

Chair Beltmann asked for observations on Party in the Park.

Commissioner Bolinger stated the weather in the second shift presented a major challenge. She thought there were better ways to engage to make it more of an event for the whole City. Not all of Roseville's communities were represented at the function. She encouraged more interaction and better planning to make it a more successful event.

Commissioner Holub stated there were no recipe cards left for the second shift, so there was very little for the volunteers to do.

Commissioner Bolinger suggested in the future there be a fun activity to draw people in, and encourage other Commission members to join, like a bocce ball tournament.

She also suggested encouraging other communities to have booths to showcase their culture, perhaps even including some of their traditional foods.

Commissioner Holub suggested focusing on a broader range of at Rosefest, rather than just younger children.

Commissioner Peterson volunteered to help with the parade next year.

The Commission discussed the parade, and everyone agreed it went well, though they ran out of candy. It was agreed that Commissioners should be welcome to bring along family members or pets, to make it seem more welcoming.

Commissioner Holub volunteered to write down all of the suggestions for a future planning discussion of Party at the Park.

**c. Discuss 2018-2019 Essay Contest**

Chair Beltmann asked for comments on the 4 possible essay topics:

1. Human Trafficking
2. School Safety (including bullying)
3. War on Drugs (in the Philippines or U.S.)
4. Privilege

Commissioner Subramanian commented on the issue of human trafficking and expressed support for the question: *What are the social and economic burdens of human trafficking, how the lessons from past can help the future regulation and implementation of human trafficking.*

Commissioner Peterson suggested the issue of technology is important related to human trafficking.

Commissioner Beltmann highlighted the question regarding bullying.

Commissioner Subarian discussed his question on bullying.

Commissioner Eichenlaub stated he is a little reticent to focus on human trafficking, as it may present difficulties for 6<sup>th</sup> – 8<sup>th</sup> graders. Caution should be exercised, given the subject matter.

Commissioner Subramanian stated he has a daughter in 6<sup>th</sup> grade and he is also concerned about that subject matter.

Commissioner Holub stated she used to be a professional educator in the area of human trafficking, and victims are younger than most people would like to think. She thinks it is important to have professionals give the information to kids so they do not

go out seeking the information on their own. In terms of the essay question, there is also the possibility that a victim survivor may receive this essay topic, and it would have to be handled very delicately.

Commissioner Eichenlaub cautioned that the privilege-focused questions feel similar to the last couple of essay questions created by the HRIEC.

Youth Commissioner Hansel stated that bullying and school safety are both important topics that all kids are aware of today.

Commissioner Beltmann wondered if the question could combine the role of internet and technology and bullying.

Commissioner Holub suggested the following question on bullying:

- What is your definition of bullying?
- Provide an example of when you or someone you know was bullied.
- What can be done to stop and prevent bullying? And what can you do?

The Commission discussed at length the wording of the question and specifically whether to include an introductory paragraph.

Commissioner Eichenlaub volunteered to brainstorm on the introductory paragraph and send it to Assistant City Manager Olson.

Chair Beltmann summarized that the essay question will come back for final review by the Commission at the August 15<sup>th</sup> meeting so that Assistant City Manager Olson can send it over the week of August 20<sup>th</sup>.

#### **d. Proclamation Updates**

- **Women's History Proclamation**

Commissioner Peterson indicated she spoke with representatives of the League of Women Voters, and they were happy with the new proclamation.

- **Fair Housing Proclamation**

Commissioner Bolinger indicated she spoke with someone at Minnesota Employment & Economic Development, and it was recommended that the proclamation language mirror some of MHFA's discrimination categories. She added gender identity and sexual orientation to the categories, though she left the initial group in the first paragraph the same, because it was referencing a 1968 law.

The Commission provided feedback, particularly on clause 2 and 3, and further edits were suggested.

- **Black History Month**

Commissioner Djevi noted he reviewed President Trump's proclamation from last year, and he also spoke to members of the NAACP as well as several of his friends in the community

Commissioner Holub stated she had a few edits and would send them to Commissioner Djevi.

- **Hispanic Heritage Proclamation**

Commissioner Eichenlaub indicated he needs to talk to more people about the proclamation and will return with an update at the next meeting.

- **GLBT Proclamation**

Commissioner Bolinger stated she changed the title to LGBTQ+, which she got from the Minnesota PRIDE website. She also contacted a couple of local groups and received no response.

The Commission provided feedback and it was explained Q should be questioning/queer, and the + indicates that there are other interpretations.

- **Disabilities Proclamation**

Youth Commissioner Hansel consulted the Disabilities proclamation signed annually by the Governor.

The Commission provided feedback and edits.

Chair Beltmann summarized that the remaining proclamations will be taken up at the August meeting, with the possible exception of Human Trafficking, as it is a brand-new proclamation. The goal is to finalize proclamations in September and get them to the Council in October.

- e. **Review Previous Work Done on Racial Profiling**

Assistant City Manager Olson reviewed that in 2017 a subcommittee of HRIEC was formed to discuss what can be done on racial profiling issues that occur in Roseville. Knowing that subcommittees are no longer allowed at this level, she asked a member of that former subcommittee to review the recommendations.

Commissioner Djevi recalled that in 2017, a woman of Asian descent was racially profiled by a business in Roseville. As a response to that, the HRIEC decided to look at what the community can do to prevent it going forward. What was not really discussed was profiling by the police. Someone from the MN Department of Human Rights came to the HRIEC and presented and had a 30-minute discussion. As a result, the website was updated so that people can file complaints directly with the Department of Human Rights.

Commissioner Djevi suggested the HRIEC should continue to pursue data collection from the Police Department. The other aspect is considering how the HRIEC can help the police have a better relationship with the community. Another idea is to provide education to businesses.

Assistant City Manager Olson recapped that when the HRIEC discussed this previously, it was decided to focus on two-way communication with the Police Department and the community; the topic should be brought back to a future meeting; and further research should be done regarding suggestions for the Police Chief. Then the Chief would be invited to a discussion and Commissioners can inquire how the HRIEC can help.

Commissioners Eichenlaub, Djevi, and Holub volunteered to work on police-community relations; each person will do their own individual research.

Assistant City Manager Olson asked whether Commissioner would be looking for approaches taken in other communities in terms of police-community relations.

Chair Beltmann concurred that is correct.

### **Other New Business or Reports**

#### **a. Engagement Efforts**

Assistant City Manager Olson reported on the following:

- Two upcoming vacancies on the HRIEC
- *Get To Know Your Roseville Police*
- Primary elections and early voting

### **Announcements**

### **Future Agenda Items**

Assistant City Manager Olson stated that at some point, staff would like to bring information to the HRIEC to help encourage folks to fill out their census.

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

Assistant City Manager Olson provided a brief recap of all that will happen at the August HRIEC meeting:

- Brief presentation on Roseville demographics
- Review survey questions for staff
- Review research on what other communities are doing in terms of engagement
- Final draft version of essay question
- All proclamations except human trafficking for review
- Submit a recap for Rosefest

**Adjournment**

Chair Beltmann adjourned the meeting at 8:57 p.m.

Respectfully submitted,

Allison Burr

*TimeSaver Off Site Secretarial, Inc.*