



Minutes
City of Edina, Minnesota
Human Rights & Relations Commission

Edina City Hall, Community Room
November 15, 2022, 7 p.m.

I. Call to Order

Chair Epstein called the meeting to order at 7:07 p.m.

II. Roll Call

Answering Roll Call: Chair Epstein, Commissioners Felton, Bennett, Segall, Missaghi; and Student Commissioner Ahluwalia.

Staff Present: Heidi Lee, Race & Equity Manager and Gillian Straub, City Management Fellow

Absent: Commissioners Ismail, Stringer Moore, and Guadarrama, and Student Commissioner Jain.

III. Approval of Meeting Agenda

Motion by Commissioner Bennett to amend the agenda to include a presentation from Emilia Gonzalez Avalos in the Special Recognitions and Presentations portion and approve the amended November 15, 2022 meeting agenda, seconded by Commissioner Missaghi. Motion carried.

IV. Approval of Meeting Minutes

Motion by Commissioner Bennett to amend the October 25, 2022 meeting minutes, item V. Special Recognitions and Presentations, A. Update on HRRC Membership, regarding the language specifying Commissioner Guadarrama's leave of absence to reflect that she is not taking a leave of absence but will be absent for the rest of 2022 meetings, and to approve the amended October 25, 2022, meeting minutes, seconded by Commissioner Felton. Motion carried.

V. Special Recognitions and Presentations

A. Presentation from Emilia Gonzalez Avalos

- Gonzalez Avalos discussed the role of Latinos in political, labor, and health issues, and the specific issues faced by undocumented and immigrant Minnesotans.
- Gonzalez Avalos detailed state legislative priorities for the 2023 session and emphasized the role of municipal governments to engage in this work.

Commission Ismail arrived at 7:18 p.m.

VI. Reports/Recommendations

A. 2022 Human Rights & Relations Commission Work Plan Update

- The Commission discussed the Work Plan with the following updates:
 - Initiative #1: Coordinate Sharing Values, Sharing Communities Event
 - Initiative complete.
 - Initiative #2: Coordinate Days of Remembrance to be held in alignment with the United States 2022 commemoration date.
 - Initiative complete.
 - Initiative #3: Respond to bias events as described by the Bias Event Plan and receive updates from the Police Department quarterly
 - HRRC received update at the October 25, 2022 meeting.
 - Initiative #4: Tom Oye Award
 - Commissioners discussed nominees and selected a recipient to be awarded at the December 6, 2022 City Council meeting.
 - Initiative #5: Study and report on City facility naming policy/criteria
 - Commissioner Bennett provided an update that the subcommittee has begun writing the report and will provide a draft at the December 6 HRRC meeting, for review to continue in 2023.
 - Initiative #6: Following completion of the staff development of internal process, assist staff with the promotion of City's Form to Report Bias or Discrimination
 - No update.

B. 2022 Tom Oye Award Nominations

- Staff Liaison Lee introduced the two nominees and explained that one submission missed the deadline.

Motion by Commissioner Bennett to consider the candidate nominated late for the award, seconded by Commissioner Missaghi. Motion carried.

- Commission discussed the nominees.

Motion by Commissioner Bennett to select Sally Sudo as the recipient of the 2022 Tom Oye award, seconded by Missaghi. Motion carried.

Commissioner Missaghi left at 8:15 p.m.

C. 2023 HRRC Work Plan

- Staff Liaison Lee presented the City Manager's recommended changes. All leads listed are tentative and will be finalized throughout 2022.
 - Initiative #1 – Sharing Values, Sharing Communities event

- Commission supports this initiative to be on the 2023 work plan.
- No suggested change.
- Lead: Commissioner Bennett.
- Initiative #2 – Coordinate Days of Remembrance to be held in alignment with the United States 2023 commemoration date.
 - Commission supports this initiative to be on the 2023 work plan.
 - City Manager recommended that if a resolution is needed to broaden the topic of the event, then the resolution should be adopted in March 2023 before the annual 2023 commemoration event in April.
 - Lead: Commissioner Felton.
- Initiative #3 - Respond to bias events as described by the Bias Event Plan and receive updates from the Police Department quarterly.
 - Commission supports this initiative to be on the 2023 work plan.
 - City Manager revised this initiative to only continue receiving updates from the Police Department quarterly. New Initiative #7 will include the Bias Event Response Plan. Reviewing police community interaction data was removed due to the implementation of a new data collection system.
 - Commission discussed the timeline for reviewing police community interaction data.
 - Lead: Commissioner Missaghi.

Commissioner Stringer Moore arrived at 8:35 p.m.

- Initiative #4 – Tom Oye award
 - Commission supports this initiative to be on the 2023 work plan.
 - No suggested change.
 - Lead: Commissioner Guadarrama.
- Initiative #5 – Climate Action Plan HS 4-3: Evaluate community organizations, networks, and connections serving those who require special attention, such as people who are elderly, homebound, isolated, living with disabilities, or those likely to be in need of financial assistance, during or after extreme weather events (e.g., heat, cold, and heavy precipitation). Recommend, if needed, creation of additional community resources or enhancement, leveraging, or support of existing relationships with community organizations, networks, and connections.
 - Commission supports this initiative to be on the 2023 work plan.
 - City Manager revised this initiative to complete the evaluation phase of CAP HS 4-3 in 2023, with recommendations in following years.
 - Lead: Commissioner Segall.
- Initiative #6 – Provide community perspective and feedback to the City’s Racial Equity Advancement Team (REAT) on the planning of the Juneteenth event in 2023.

- Commission supports this initiative to be on the 2023 work plan.
- City Manager changed the target completion date to March 2023 and added a community engagement component to the review.
- Lead: Commissioner Stringer Moore.
- Initiative #7 – Review Bias Events Response Plan.
 - Commission supports this initiative to be on the 2023 work plan.
 - Council added this item, originally listed under Initiative #3, to be its own item.
 - Lead: To be determined.

D. Discussion Regarding Use of Term, "Cake Eater"

- Staff Liaison Lee provided the two options for members of the HRRC to respond to use of the term, "cake eater."
- Commissioners discussed the option of providing an advisory communication to City Council, and the potential need for a process on responding to events.

Motion by Commissioner Segall to draft an advisory communication on the use of the term, "cake eater," seconded by Commissioner Felton. Motion carried.

Motion by Commissioner Stringer Moore to review the need for a process on responding to events. Seconded by Commissioner Segall. Motion carried.

E. Reaction to Community Member Receiving Letter about BLM Sign

- Commissioners will resume this conversation at a later HRRC meeting.

VII. Chair and Member Comments

- Received.

VIII. Staff Comments

- Received.

IX. Adjournment

Motion by Commissioner Segall to adjourn the meeting, seconded by Commissioner Felton. Motion carried.

Meeting adjourned at 9:29 p.m.