#### **Agenda**

# Human Rights and Relations Commission City Of Edina, Minnesota Edina City Hall, Community Room Following the joint Work Session with the City Council. Tuesday, July 16, 2019

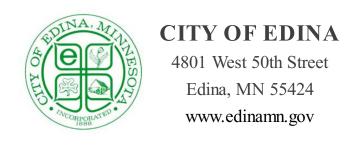
Tuesday, July 16, 2019 7:00 PM

- I. Call To Order
- II. Roll Call
- III. Approval Of Meeting Agenda
- IV. Approval Of Meeting Minutes
  - A. Meeting Minutes, June 18, 2019
- V. Special Recognitions And Presentations
  - A. Public Art Discussion with Arts & Culture Commission Members
- VI. Community Comment

During "Community Comment," the Board/Commission will invite residents to share relevant issues or concerns. Individuals must limit their comments to three minutes. The Chair may limit the number of speakers on the same issue in the interest of time and topic. Generally speaking, items that are elsewhere on tonight's agenda may not be addressed during Community Comment. Individuals should not expect the Chair or Board/Commission Members to respond to their comments tonight. Instead, the Board/Commission might refer the matter to staff for consideration at a future meeting.

- VII. Reports/Recommendations
  - A. 2019 Human Rights & Relations Commission Work Plan
- VIII. Chair And Member Comments
- IX. Staff Comments
  - A. Student Presentation Scheduling
- X. Adjournment

The City of Edina wants all residents to be comfortable being part of the public process. If you need assistance in the way of hearing amplification, an interpreter, large-print documents or something else, please call 952-927-8861 72 hours in advance of the meeting.



Date: July 16, 2019 Agenda Item #: IV.A.

To: Human Rights and Relations Commission Item Type:

Minutes

From: Jennifer Garske, Executive Assistant

**Item Activity:** 

**Subject:** Meeting Minutes, June 18, 2019 Action

### **ACTION REQUESTED:**

Approve the June 18, 2019 meeting minutes.

### **INTRODUCTION:**

Approve the June 18, 2019 meeting minutes.

#### **ATTACHMENTS:**

HRRC Meeting Minutes June 18, 2019

Approved Date: Click here to enter a date.



# Minutes City Of Edina, Minnesota Human Rights & Relations Commission

Edina City Hall, Mayor's Conference Room, June 18, 2019, 7 p.m.

#### I. Call To Order

Chair Nelson called the meeting to order at 7:02 p.m.

#### II. Roll Call

Answering Roll Call: Chair Nelson, Commissioners Beringer, Epstein, Edwards, Kennedy and Stringer Moore.

Staff Present: Heidi Lee, Race & Equity Coordinator; and Jennifer Garske, Executive Assistant Absent: Commissioners Arseneault, Jones and Meek and Student Commissioner Moss-Keys. Arrived late: Student Commissioner Waldron

#### III. Approval Of Meeting Agenda

Motion by Commissioner Kennedy to approve the June 18, 2019 meeting agenda, seconded by Commissioner Beringer. Motion carried.

#### IV. Approval Of Meeting Minutes

Motion by Commissioner Epstein to approve the May 28, 2019 meeting minutes, seconded by Commissioner Kennedy. Motion carried.

#### V. Special Recognitions and Presentations

### A. Presentation by Heidi Lee, Race & Equity Coordinator

- a. Chair Nelson introduced Staff Liaison Lee
- b. Lee discussed topics including:
  - i. Race—not only how I perceive myself but also how others perceive me
    - I. What does that work look like in the City of Edina?
  - ii. Systemic thinking
    - 1. Patterns and beliefs connected to structures in place
    - 2. Identifying barriers for people not using our facilities
      - a. What patterns are associated with it?
      - **b.** Fees, programming, transportation—all the systemic things that are contributing to the results.

#### iii. Partnership

- 1. Let Heidi know what you are hearing, seeing in the community
- 2. What do you as a Commission need from Heidi to do your work plan?
- **c.** Commissioners brought up several topics:

- i. It would be helpful for Lee to also share with the Commission the attitude toward her work in the community at large.
- ii. Why do people want to brush this stuff under the carpet?
  - **a.** Lee shared it is a challenge to be able to put in place procedures to get to that "why."
    - i. Create a framework for people to have conversations.
    - ii. Have grace for others as you have conversations in the community.
    - **iii.** Common language—what we mean when we say we are talking about race.
    - iv. Making all staff members race and equity leaders.
  - **b.** An urgency at City Hall to tackle disparities, but not seeing that in community.
    - i. We are operating on the assumption that racial equity is being supported. How do we move the issue forward with the very public and very professional opposition?
    - **ii.** People don't make it a priority. Falls on the bottom of people's priority list.
    - iii. Reframing what equity looks like.
      - I. Scarcity model—I am giving something to someone, and taking from someone else, "and vs. or."
      - 2. Balance, especially in a government environment.
- iii. How do we get to the technical piece?
  - 1. May get to the technical piece, but need to assess and evaluate first.
- iv. Working with Affordable Housing Development Manager is important.
- d. Conclusions from Staff Liaison Lee:
  - i. Important to get data collected to all departments of the city.
    - 1. Data drives the work to be able to show the disparities.
  - ii. Working to embed race and equity into the work.
  - iii. The framework will include a checklist.
    - I. Who does this impact? Who does this burden?

Student Commissioner Waldron arrived at 7:07 p.m.

#### VI. Community Comment—None

#### VII. Reports/Recommendations

#### A. 2019 Commission Work Plan

- a. The Commission discussed the Work Plan.
  - i. Chair Nelson connected with Matt Dahlen, chair of Parks & Recreation Commission about Work Plan Initiative #2: Review the naming of a public facility in the Grandview area after BC and Ellen Yancey.
    - 1. Parks & Rec Commission had work session meeting with Council last month.
    - 2. No restrictions in geography, does not have to be Grandview area.
    - **3.** HRRC can come up with most appropriate way to proceed.

- 4. Get list to working group of places that can be named
  - a. Wooddale Park was suggested as a possibility.
  - **b.** Was Yancey homestead near the park?
    - i. Stringer Moore will ask Historical Society for more info
- **5.** Chair Nelson will circulate the survey created by the Arts & Culture Commission about Initiative #3, ensuring city facility artwork and décor reflects diversity of race and culture.

#### **B.** Tom Oye Award Recommendations

- a. Commissioner Kennedy reported on the changes and timeline for this year's Tom Oye Award:
  - i. Two categories this year—one for non-students and one for K-12 and above students
    - I. Received many student nominations last year and it is hard to compare adults and students
  - ii. Deadlines:
    - I. Make selections at October meeting
    - 2. Make sure the winner can be at the Dec. 3 meeting
    - **3.** Would like posters and press release ready by Aug. 27 to distribute to HRRC members to share
  - iii. Changes need to be made:
    - I. Make change to online form
      - a. Have option for paper form by having some at school and City Hall
    - 2. Add something to website about the Immortal Chaplain Award, which Tom Oye received
  - iv. Presentation of Award
    - Dec. 10 is the anniversary of signing of the Universal Declaration of Human Rights
    - Commissioner Kennedy will reach out to her the first recipient's daughter,
       Caitlin Ellingen Friedemann, to see if she would like to give out the award Dec.
       3
    - **3.** Framed copies of declaration to recipient(s)
  - v. Discussion around sending letters to nominators from last year or past winners.
    - 1. Leave getting the word out to marketing.
      - a. Reach out to clubs like Rotary
      - **b.** Invite past winners
      - **c.** Encourage future nominations at meeting in December when awards are given out

Motion by Commissioner Kennedy to approve the Tom Oye Award Plan, seconded by Commissioner Edwards. Motion carried.

#### C. Recent Mailings by The Center of the American Experiment

- a. Discussion asking what are people hearing? Something we should, could address in some way.
  - 1. Don't want to give it more credence or fuel.

Approved Date: Click here to enter a date.

- **2.** Extend invitation to Edina Schools to get information about what is going on in the schools.
  - a. Mosaic initiative
  - **b.** Edina School District Director of Equity and Enrollment or Edina High School Principal
- 3. Chair Nelson suggested scheduling their presentation for August

#### VIII. Chair and Member Comments

- A. Chair Nelson shared that the Arts & Culture Commission would like to come to the July 16 HRRC meeting to talk about the two arts initiatives
- B. Chair Nelson noted that HRRC will meet with the City Council in the Work Session at 6:15 p.m. July 16
  - a. Regular HRRC meeting will follow immediately after
  - b. Chair Nelson will reach out to commissioners individually to discuss presenting information at the Work Session
  - c. Suggested that Chair Nelson talk about the bias offense plan at the Work Session.

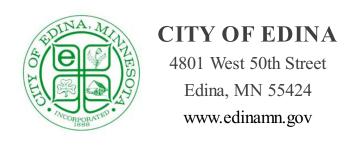
#### IX. Staff Comments

C. Staff Liaison Lee shared the Work Session July 16 will be about 45 minutes

#### X. Adjournment

Motion by Commissioner Kennedy to adjourn the meeting, seconded by Commissioner Stringer Moore. Motion carried.

Meeting adjourned at 8:25 p.m.



**Date:** July 16, 2019 **Agenda Item #**: V.A.

To: Human Rights and Relations Commission Item Type:

Report and Recommendation

From: Jennifer Garske, Executive Assistant

**Item Activity:** 

Discussion

**Subject:** Public Art Discussion with Arts & Culture

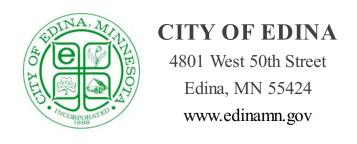
**Commission Members** 

### **ACTION REQUESTED:**

None.

#### **INTRODUCTION:**

Hannah Klein and Michelle Morgan-Nelson, members of the Arts & Culture Commission, will provide information about the survey and plan for public art in Edina. This item is on the 2019 HRRC Work Plan as Initiative #11.



Date: July 16, 2019 Agenda Item #: VII.A.

To: Human Rights and Relations Commission Item Type:

Report and Recommendation

From: Jennifer Garske, Executive Assistant

Item Activity:
Discussion

**Subject:** 2019 Human Rights & Relations Commission Work

Plan

### **ACTION REQUESTED:**

None.

#### **INTRODUCTION:**

2019 Work Plans were approved by Council in December 2018. The attached Work Plan has been updated with progress reports in each area.

#### **ATTACHMENTS:**

2019 HRRC Work Plan status update



# Commission: Human Rights and Relations Commission 2019 Annual Work Plan

Initiative # 1	Council Charge (Proposed Charge Completed by CM)	Target	Budget Required	Staff Support
	☐ 1 (Study & Report)        2 (Review & Comment)	Completion	(Staff Liaison)	Required
	☐ 3 (Review & Recommend) ☐ 4 (Review & Decide)	Date		(Staff Liaison)
Initiative Type:	New Initiative □ Continued Initiative □ Ongoing Responsibility	Q2 2019	☐ Funds available	
			Funds are available for this project.	☐ Staff Liaison: Hrs_1
	w and comment on staff (Communications Dept) developed protocol		☐ Funds not available	
and procedures	for applying a race and equity lens to communication content.		There are not funds available for this	□ CTS (including Video)
			project (explain impact of Council approving initiative in liaison	
Lead Commission	oners: Nelson/Arseneault/Jones		comments).	☐ Other Staff: Hrs
<b>Progress Report</b>	t: 3.26.2019: Heidi follow up with Jenn B. (CTS)	•		
<b>4.12.19:</b> Emailed	d CTS to get status and CTS is looking for GARE communications inform	nation to get int	roductory guidance.	
<b>5.8.19</b> : CTS will	be creating a draft of protocol and procedures for applying race and e	quity lens to cor	nmunication content then will ser	nd HRRC to review and
comment on dra				
<b>7.2.19:</b> Protocol	l and procedures draft sent to HRRC for review.			

Initiative # 2	Council Charge (Proposed Charge Completed by CM)  ☐ 1 (Study & Report)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
R&E 2.A. Serve facility in the Gr	New Initiative ☐ Continued Initiative ☐ Ongoing Responsibility  on cross-commission committee to review the naming a public randview area after the BC and Ellen Yancey.  oners: Stringer Moore/Epstein/Nelson	December	☐ Funds available Funds are available for this project. ☐ Funds not available There are not funds available for this project (explain impact of Council approving initiative in liaison comments).	☐ Staff Liaison: Hrs_1 ☐ CTS (including Video) ☐ Other Staff: Hrs
Commission [LE Progress Report	t: 3/26/2019: MJ sent email to SFaus on 3.26.2019			
<b>4.23.19:</b> HRRC r	d SFaus and PARC sent an email on 4.9 to coordinate cross-commission met with PARC and had conversations about the scope and direction or		5.	
<b>5.28.19:</b> Chair w	d HRRC Lead Commissioners for status update.  vill up with PARC and have discussions about initiative at joint Council commissions met and HRRC members will research Yancey homestead		accord in this initiative	
<b>6.18.19:</b> Cross-0	commissions met and HRRC members will research Yancey nomestead	and plans to pr	oceed in this initiative.	

Initiative # 3	Council Charge (Proposed Charge Completed by CM)  ☐ 1 (Study & Report) ☐ 2 (Review & Comment)	Target Completion	Budget Required (Staff Liaison)	Staff Support Required
	■ 1 (Study & Report) ■ 2 (Review & Confinent)  ■ 3 (Review & Recommend) ■ 4 (Review & Decide)	Date	(Stail Liaisoff)	(Staff Liaison)
Initiative Type:	New Initiative □ Continued Initiative □ Ongoing Responsibility	December	☐ Funds available  Funds are available for this project.	☐ Staff Liaison: Hrs_3
	/co-chair a cross-commission committee (see partners) to ensure vork and décor reflects diversity of race and culture.		☐ Funds not available  There are not funds available for this project (explain impact of Council	☐ CTS (including Video)
Partners: Arts 8	oners: Meek/Stringer Moore/Kennedy/Moss-Keys/Jones & Culture Commission, Human Rights & Relations Commission [LEAD], eservation Commission		approving initiative in liaison comments).	☐ Other Staff: Hrs
-	t: 3.26.2019 All cross commission members sent to Michelle. Gabe Ad Morgan-Nelson (A&C), Hannah Klein (A&C).	lerhold (HPC), A	nnie Schilling (HPC) and Simon Ve	nell (HPC). Russ Rubin
<b>4.23.19:</b> Visioni about public art	ng meeting with cross commissions on $4.25.19$ to discuss scope and vist.	sion. Staff liaiso	n responded to HRRC Commission	er with guiding questions
<b>6.24.19:</b> Cross-0	commission committees going to schedule meeting at City Hall to cond	uct artwork/dé	cor study in Mayor's Conference R	oom & City Hall entryway.

Initiative # 4	Council Charge (Proposed Charge Completed by CM)  ☐ 1 (Study & Report) ☐ 2 (Review & Comment)	Target Completion	Budget Required (Staff Liaison)	Staff Support Required
	☑ 3 (Review & Recommend) ☐ 4 (Review & Decide)	Date		(Staff Liaison)
, ,	New Initiative ☐ Continued Initiative ☐ Ongoing Responsibility	December	☐ Funds available Funds are available for this project.	Staff Liaison: Hrs_3
	/co-chair a cross-commission committee (see partners) in h communities of color to identify barriers for participation in		☐ Funds not available  There are not funds available for this  project (explain impact of Council	☐ CTS (including Video)
Lead Commission	oners: Edwards/Waldron/Stringer Moore/Moss-Keys in Rights & Relations Commission [LEAD] and Parks & Recreation		approving initiative in liaison comments).	☐ Other Staff: Hrs
	t: 3.26.2019: All cross commission members email sent to Cindy Edward MJL	l rds. Julie Stroth	er (PARC), Bryne Osborne (PARC),	l Brenda McCormick (PARC)
<b>6.13.19:</b> HRRC a	and PARC in communication to schedule cross-commission meeting.			
				•

Initiative # 5	Council Charge (Proposed Charge Completed by CM)	Target	Budget Required	Staff Support
	☐ 1 (Study & Report)    2 (Review & Comment)	Completion	(Staff Liaison)	Required
	☐ 3 (Review & Recommend) ☐ 4 (Review & Decide)	Date		(Staff Liaison)
Initiative Type:	New Initiative □ Continued Initiative □ Ongoing Responsibility	Q2 2019	☐ Funds available Funds are available for this project.	☐ Staff Liaison: Hrs_1 ☐ CTS (including Video)
	ew and comment on the Race and Equity policy statement developed rks and Recreation Dept).		□ Funds not available	☐ Other Staff: Hrs
	oners: Epstein/Edwards/Arseneault/Jones			
Progress Repor	t: 3.26.2019: Heidi will follow up with P&R staff: R&E #34			
<b>4.16.19</b> : Emaile	d SFaus to get update on policy statement to review and comment.			
<b>5.21.19:</b> Drafts	of Race and Equity policy are being researched and created by Parks &	Recreation.		
<b>5.28.19:</b> Hold u	ntil meeting with new P&R Director on 6.18.19.			
<b>7.10.19:</b> P&R re	searching/creating race and equity policy that encompasses values/pu	rpose of policy.		
				_

Initiative # 6	Council Charge (Proposed Charge Completed by CM)	Target	Budget Required	Staff Support
	☐ 1 (Study & Report) ☐ 2 (Review & Comment)	Completion	(Staff Liaison)	Required
	☑ 3 (Review & Recommend) ☐ 4 (Review & Decide)	Date		(Staff Liaison)
Initiative Type:	oxtimes New Initiative $oxtimes$ Continued Initiative $oxtimes$ Ongoing Responsibility	August	☐ Funds available	
			Funds are available for this project.	☐ Staff Liaison: Hrs_8
	sponse Plan review to determine if the plan should be broadened to		☐ Funds not available	
	s outside of the state statute's definition of bias offense. (Review ecommendation 3. A.)		There are not funds available for this project (explain impact of Council	☐ CTS (including Video)
			approving initiative in liaison	
	oners: Kennedy/Nelson/Epstein/Meek		comments).	Other Staff: Hrs
,	t: 3.26.2019: Discussed using the last sample incident as an example us		·	
<b>5.28.19:</b> Chair N	Nelson will follow-up with a contact person in Eugene, OR about their B	ias Offense Wo	rk.	

Initiative # 7	Council Charge (Proposed Charge Completed by CM)  ☐ 1 (Study & Report) ☐ 2 (Review & Comment)  ☐ 3 (Review & Recommend)   4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
	☐ New Initiative ☐ Continued Initiative ☒ Ongoing Responsibility	April	□ Funds available     Funds are available for this project.	☐ Staff Liaison: Hrs_12_ ☑ CTS (including Video)
Days of Remem	brance Event		☐ Funds not available	☐ Other Staff: Hrs
Lead Commission	oners: Arseneault/Edwards/Moss-Keys/Epstein/Beringer/Waldron			
	t: 3.26.2019: In process. Discussed pricing for Star Tribune (\$650 for 5) ers discussed putting DOR event in Schoology. Eventbrite discussed as			SLP + \$300 Richfield).
	elease waiting on approval and distribution on 4.18.19. DOR posters arrials for DOR event.	vailable for distr	ibution on 4.15.19. Will meet at o	n 4.23.19 to look at art
•	f Remembrance Event took place, approximately 250 people attended all, and then will be hosted at Edina Library in June. CTS provided audio		•	played at event, then two
	f report will be provided within the next meetings and possible consider			
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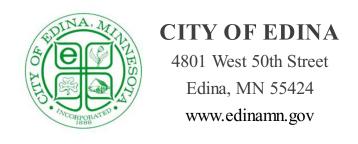
Initiative #8	Council Charge (Proposed Charge Completed by CM)  ☐ 1 (Study & Report) ☐ 2 (Review & Comment)  ☐ 3 (Review & Recommend) ☐ 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Serve on a cross	New Initiative ☐ Continued Initiative ☐ Ongoing Responsibility s-commission committee (see partners) to complete requirements eive the AARP City Designation.	October	<ul> <li>✓ Funds available</li> <li>Funds are available for this project.</li> <li>☐ Funds not available</li> <li>There are not funds available for this</li> </ul>	☐ Staff Liaison: Hrs_12_
-Complete Walk -October Senior <b>Lead Commission</b>	Audit Tool Kit provided by AARP Expo & Designation Coners: Beringer/Edwards/Nelson		project (explain impact of Council approving initiative in liaison comments).	<ul><li>☑ CTS (including Video)</li><li>☐ Other Staff: Hrs</li></ul>
Commission, Pa	nunity Health Commission [LEAD], Human Rights & Relations rks & Recreation Commission, Transportation Commission t: 3.26.2019: Heidi follow up with JBrown			
	sent an email to cross-commission members to coordinate meeting thair will contact AARP to get guidance on city designation process.	time.		

Initiative # 9	Council Charge (Proposed Charge Completed by CM)	Target	Budget Required	Staff Support
	☐ 1 (Study & Report) ☐ 2 (Review & Comment)	Completion	(Staff Liaison)	Required
	☐ 3 (Review & Recommend)	Date		(Staff Liaison)
Initiative Type:	$\square$ New Initiative $\square$ Continued Initiative $oxtimes$ Ongoing Responsibility	December	⊠ Funds available	☐ Staff Liaison: Hrs_8_
			Funds are available for this project.	□ CTS (including Video)
2019 Tom Oye /	Award		☐ Funds not available	☐ Other Staff: Hrs
Lead Commission	oners: Arseneault/Kennedy/Stringer Moore			
Progress Repor	t: 3.26.2019: No updates yet. Committee meeting on June 2019			
<b>5.18.19:</b> HRRC (	Commissioners will meet on 6.3.19 to discuss the award criteria, eligibi	lity, and other a	ward details	
	elease of application and award information on August 27. December 3	•	•	
categories: non	-student and K-12 and above student awards. Potential award present	ers, awards, and	promoting the award and event a	are being discussed.

Initiative # 10	Council Charge (Proposed Charge Completed by CM)  ☐ 1 (Study & Report) ☐ 2 (Review & Comment)	Target Completion	Budget Required (Staff Liaison)	Staff Support Required
	☐ <b>3</b> (Review & Recommend)	Date		(Staff Liaison)
	☐ New Initiative ☐ Continued Initiative ☐ Ongoing Responsibility	October	□ Funds available     Funds are available for this project.	<ul><li>✓ Staff Liaison: Hrs_12_</li><li>✓ CTS (including Video)</li></ul>
	Sharing Communities (One Event)		☐ Funds not available	☐ Other Staff: Hrs
	oners: Meek/Stringer Moore/Beringer/Kennedy			
	t: 3.26.2019: Event date on October 6 approved. Promote event on Ed	ition Edina in Se	eptember edition – email Krystal.	
<b>5.28.19:</b> A list o	f topics for event has been compiled.			
<b>6.18.19:</b> A meet	ing will be set up by a HRRC member plan this event.			

Initiative # 11	Council Charge (Proposed Charge Completed by CM)  ☐ 1 (Study & Report)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type:	New Initiative ☐ Continued Initiative ☐ Ongoing Responsibility	May 2019	☐ Funds available  Funds are available for this project.	<ul><li>Image: Staff Liaison: Hrs 20</li><li>Image: CTS (including Video)</li></ul>
	s-commission committee (see partners) to review the Public Art commend a 3-year plan for the program.		⊠ Funds not available	☐ Other Staff:
Partners: Arts & Commission	oners: Kennedy/Stringer Moore/Meek & Culture Commission [LEAD] and Human Rights and Relations			
Progress Repor	t: 3.26.2019: On 4.25 an Arts & Culture Commission visioning session v	with HRRC mem	bers will take place.	
<b>5.21.19:</b> Cross-omission, roles, a	commission committee is creating strategic document that includes the and activities.	ree-year public i	nitiative that includes cross-comn	nission committee
<b>5.28.19</b> : HRRC \	waiting for notes from Art Visioning meeting. Chair will send an email t	o ACC Chair to f	ollow-up.	
<b>6.18.19</b> : ACC M	embers will be attending July 16 HRRC meeting to discuss the current	progress of this	initiative.	

work on them in the current year, it would need to be approved by Council.)
School District Partnership (Stringer Moore/Meek)



Date: July 16, 2019 Agenda Item #: IX.A.

To: Human Rights and Relations Commission Item Type:

Other

From: Heidi Lee, Race & Equity Coordinator

Item Activity:

Subject: Student Presentation Scheduling Information

### **ACTION REQUESTED:**

None.

#### **INTRODUCTION:**

Discuss what month the Commission should have student presentations.