I. Call To Order

II. Roll Call

III. Approval Of Meeting Agenda

IV. Approval Of Meeting Minutes
   A. Meeting Minutes, Aug. 27, 2019

V. Special Recognitions And Presentations
   A. Welcome to new Student Commissioner
   B. Arjun Maheshwari, Edina High School student

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. Human Rights & Relations Commission Work Plan
   B. Advisory Communication: Graffiti Incidents
   C. Human Rights & Relations Commission Initiative #9 Tom Oye Award
   D. Human Rights & Relations Commission 2020 Work Plan

VIII. Chair And Member Comments

IX. Staff Comments

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.
ACTION REQUESTED:
Approve the Aug. 27, 2019 meeting minutes.

INTRODUCTION:
Approve the Aug. 27, 2019 meeting minutes.

ATTACHMENTS:

HRRC Meeting Minutes, Aug. 27, 2019
I. Call To Order
Chair Nelson called the meeting to order at 7:03 p.m.

II. Roll Call
Answering Roll Call: Chair Nelson, Commissioners Edwards, Epstein, Kennedy, Meek, Ross, Stringer Moore and Student Commissioner Moss-Keys.
Staff Present: Heidi Lee, Race & Equity Coordinator, and Jennifer Garske, Executive Assistant.
Absent: Commissioners Arseneault, Beringer and Student Commissioner Waldron.

III. Approval Of Meeting Agenda

Motion by Commissioner Kennedy to approve the Aug. 27, 2019 meeting agenda, seconded by Commissioner Epstein. Motion carried.

IV. Approval Of Meeting Minutes

Motion by Commissioner Kennedy to approve the July 16, 2019 meeting minutes, seconded by Commissioner Meek. Motion carried.

Commissioner Stringer Moore arrived at 7:05 p.m.

V. Special Recognitions and Presentations
A. Welcome to Commissioner Rick Ross
   a. Chair Nelson introduced new Commissioner Rick Ross.
   b. Commissioner Ross shared about his background and career with Commissioners.

VI. Community Comment—None

VII. Reports/Recommendations
A. 2019 Commission Work Plan
   a. The Commission discussed the Work Plan.
      i. Staff was directed to update Work Plan with initiatives Commissioner Ross would like to be on.
      ii. Initiative #1 was discussed, and Staff Liaison Lee shared the protocol and procedures document is in draft form. The Communications & Technology Services Department is looking for feedback from HRRC on the June 2019 draft. Commission requested the comments from the feedback group for review.
iii. The group discussed Initiative #2 and what was suggested at the Work Session with the City Council July 18. Commissioners will follow up for more info about the Yancey site and ask Parks & Rec Commission for another meeting.

iv. Initiative #6 was discussed and Commissioners shared some frustration about how bias offenses are handled when there is no identified victim. Chair Nelson shared that he had a conversation with official from City of Eugene, Oregon, about their bias offense work. Group agreed the next step would be a meeting with staff about changes and suggestions.

v. Changes to the plans for Initiative #10—Sharing Values, Sharing Community—were presented. In order not to conflict with the Twin Cities Marathon, the working group suggested moving the event to Oct. 13. The group has decided on the climate crisis for a topic. The working group shared that not a lot of conversation has been happening in the community around the topic, but there is a lot of passion from the youth in the community. It was suggested the working group talk to the Energy & Environment Commission about partnering for the event.

Motion by Commissioner Epstein to approve topic and date for the 2019 Sharing Values, Sharing Community event, seconded by Commissioner Ross. Motion carries.

B. Work Plan Initiative #3 Update
   a. Working group gave update on progress on this initiative around artwork in city facilities. They plan to start with City Hall entryway/atrium area and Mayor’s Conference Room, per guidance from Staff Liaison Lee. It was asked if the working group benchmarked with other peer cities. The answer was they have not.
   
   b. The working group talked about touring the City Hall entryway/atrium and Mayor’s Conference room, and how they want City Hall to feel more like a Visitor’s Center that represents Edina—past, present and future.
   
   c. Working group talked about issuing an RFP for art.
      i. A few key considerations discussed were being mindful of cultural appropriation, reflecting cross national art and how this would be funded. It was suggested they could approach a number of organizations for grants. We need to encourage people of color to submit artwork, not just put up artwork that shows diversity.
   
   d. Commission suggested this would be on the next year’s work plan as well.

Motion by Commissioner Kennedy to approve the Initiative #3 Notes and Recommendations Document, seconded by Commissioner Stringer Moore. Motion carries.

C. Work Plan Initiative #4 Update
   a. Working group gave update on initiative and meeting with Parks & Recreation Commissioners. The group is suggesting a forum to have a focus group around this topic. Parks & Rec Commissioners were going to present to their Commission and the Parks & Recreation Director. After that, they would present to HRRC. Staff Liaison Lee shared discussions she’s had with the Parks & Rec Director around capturing data and using it to support work plan initiatives.
b. Commission discussed next steps as far as what information needs to be gathered from a forum and what will then be shared with Council.

**Commissioner Kennedy left at 7:58 p.m.**

**D. 2020 Work Plan Development**

a. Staff Liaison Lee asked the Commission to discuss the 2020 Work Plan, and what items might carry over from the 2019 Work Plan to the next work plan. Initiatives #7, 9 and 10 were all automatic carry-overs, as yearly events. Other initiatives were discussed as possible carry-overs, including #3, 4, 6 and 8. Staff Liaison Lee asked everyone to be thinking about anything they might want to add to next year's work plan.

**VIII. Chair and Member Comments**

A. Discussion about HRRC having a booth at the Open Streets event Sept. 22. There was interest from Commissioners, and decided that Commissioner Stringer Moore would follow up with Staff Liaison Lee.

B. Commissioner Ross is excited to be part of the Commission and looking forward to working with everyone.

**IX. Staff Comments**

A. Staff Liaison Lee shared that there would be a student presentation at the September HRRC meeting and Mary Manderfeld from Edina School District will speak at the October meeting.

B. New student commissioners start next month. Student Commissioner Waldron will be part of HRRC for another year. This was Commissioner Moss-Keys last meeting. Commissioners thanked Moss-Keys for her service to the Commission.

**X. Adjournment**

Motion by Commissioner Epstein to adjourn the meeting, seconded by Commissioner Meek. Motion carried.

Meeting adjourned at 8:37 p.m.
To: Human Rights and Relations Commission

From: Jennifer Garske, Executive Assistant

Subject: Welcome to new Student Commissioner

ACTION REQUESTED:
None.

INTRODUCTION:
Welcome to new Human Rights & Relations Commission student member Mythili Iyer.
Date: September 24, 2019

To: Human Rights and Relations Commission

From: Jennifer Garske, Executive Assistant

Subject: Arjun Maheshwari, Edina High School student

ACTION REQUESTED:
None.

INTRODUCTION:
Arjun Maheshwari, a student at Edina High School, will present for 15 minutes to the Commission on "Edina's Inclusionary and Exclusionary History." The presentation can be found here:

https://docs.google.com/presentation/d/12zo-YUWR1LcENk-jcjUwupDhhExzafvtl54HVTNko/edit?usp=sharing
Date: September 24, 2019

To: Human Rights and Relations Commission

From: Jennifer Garske, Executive Assistant

Subject: Human Rights & Relations Commission Work Plan

Agenda Item #: VII.A.

Item Type: Report and Recommendation

Item Activity: Discussion

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:

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

<table>
<thead>
<tr>
<th>Initiative # 1</th>
<th>Council Charge (Proposed Charge Completed by CM)</th>
<th>Target Completion Date</th>
<th>Budget Required (Staff Liaison)</th>
<th>Staff Support Required (Staff Liaison)</th>
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<tbody>
<tr>
<td></td>
<td>☑ 1 (Study &amp; Report) ☐ 2 (Review &amp; Comment) ☐ 3 (Review &amp; Recommend) ☐ 4 (Review &amp; Decide)</td>
<td>Q2 2019</td>
<td>☐ Funds available Funds are available for this project.</td>
<td>☐ Staff Liaison: Hrs_1__</td>
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<td></td>
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<td>☐ Funds not available There are not funds available for this project (explain impact of Council approving initiative in liaison comments).</td>
<td>☑ CTS (including Video)</td>
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<td>☐ Other Staff: Hrs_____</td>
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### Initiative Details:

- **R&E 8.D.** Review and comment on staff (Communications Dept) developed protocol and procedures for applying a race and equity lens to communication content.

- **Lead Commissioners:** Nelson/Arseneault/Ross

### Progress Report:

- **3.26.2019:** Heidi follow up with Jenn B. from Communications.
- **4.12.2019:** Emailed CTS to get status and CTS is looking for GARE communications information to get introductory guidance.
- **5.8.2019:** CTS will be creating a draft of protocol and procedures for applying race and equity lens to communication content then will send HRRC to review and comment on draft.
- **7.2.2019:** Protocol and procedures draft sent to HRRC for review.
- **8.5.2019:** Communications Feedback Group met with CTS Dept to provide feedback on protocol.
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<tr>
<th>Initiative # 2</th>
<th>Council Charge (Proposed Charge Completed by CM)</th>
<th>Target Completion Date</th>
<th>Budget Required (Staff Liaison)</th>
<th>Staff Support Required (Staff Liaison)</th>
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<tbody>
<tr>
<td>R&amp;E 2.A. Serve on cross-commission committee to review the naming a public facility in the Grandview area after the BC and Ellen Yancey.</td>
<td>December</td>
<td>☐ Funds available for this project.</td>
<td>☐ Staff Liaison: Hrs_1____</td>
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**Lead Commissioners:** Stringer Moore/Epstein/Nelson  
**Partners:** Human Rights & Relations Commission and Parks & Recreation Commission [LEAD]

**Progress Report: 3/26/2019:** MJ sent email to SFaus on 3.26.2019

4.12.19: Emailed SFaus and PARC sent an email on 4.9 to coordinate cross-commission meeting times.  
4.23.19: HRRC met with PARC and had conversations about the scope and direction of the initiative.  
5.21.19: Emailed HRRC Lead Commissioners for status update.  
5.28.19: Chair will up with PARC and have discussions about initiative at joint Council Meeting  
6.18.19: Cross-commissions met and HRRC members will research Yancey homestead and plans to proceed in this initiative.

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**HUMAN RIGHTS AND RELATIONS COMMISSION**
### Initiative # 3

| Initiative Type: |  ☑ New Initiative  ☐ Continued Initiative  ☐ Ongoing Responsibility |

**R&E 18.E.** Chair/co-chair a cross-commission committee (see partners) to ensure City facility artwork and décor reflects diversity of race and culture.

**Lead Commissioners:** Meek/Stringer Moore/Kennedy/Moss-Keys/Ross

**Partners:** Arts & Culture Commission, Human Rights & Relations Commission [LEAD], and Heritage Preservation Commission

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<th>Budget Required (Staff Liaison)</th>
<th>Staff Support Required (Staff Liaison)</th>
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<td><strong>December</strong></td>
<td>☐ Funds available</td>
<td>☐ Staff Liaison: Hrs_3___</td>
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<td>☑ Funds not available</td>
<td>☐ CTS (including Video)</td>
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<td><em>Funds are available for this project.</em></td>
<td>☐ Other Staff: Hrs_____</td>
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**4.23.19:** Visioning meeting with cross commissions on 4.25.19 to discuss scope and vision. Staff liaison responded to HRRC Commissioner with guiding questions about public art.

**6.24.19:** Cross-commission committees going to schedule meeting at City Hall to conduct artwork/décor study in Mayor’s Conference Room & City Hall entryway.

**8.19.19:** Cross-commission met on 7.18.19 and notes/recommendations to have artwork and décor in reflect diversity, race, culture, and history of Edina.

**8.27.19:** HRRC Commissioner shared findings of notes/recommendations. HRRC approved recommendations. Staff Liaison will ask for recommendation to be on October 2019 City Council meeting.
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<th>Initiative # 4</th>
<th>Council Charge (Proposed Charge Completed by CM)</th>
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<th>Staff Support Required (Staff Liaison)</th>
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<td>☐ 1 (Study &amp; Report) ☐ 2 (Review &amp; Comment) ☒ 3 (Review &amp; Recommend) ☐ 4 (Review &amp; Decide)</td>
<td>December</td>
<td>☐ Funds available</td>
<td>☒ Staff Liaison: Hrs_3__</td>
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<td>☒ Funds not available</td>
<td>☐ CTS (including Video)</td>
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<td></td>
<td>There are not funds available</td>
<td>☐ Other Staff: Hrs____</td>
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<td>R&amp;E 20.B.</td>
<td>Chair/co-chair a cross-commission committee (see partners) in partnership with communities of color to identify barriers for participation in programming.</td>
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<tr>
<td>Lead Commissioners: Edwards/Waldron/Stringer Moore/Moss-Keys</td>
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<td>Partners: Human Rights &amp; Relations Commission [LEAD] and Parks &amp; Recreation Commission</td>
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**Progress Report: 3.26.2019:** All cross commission members email sent to Cindy Edwards. Julie Strother (PARC), Bryne Osborne (PARC), Brenda McCormick (PARC) on 3.26.2019 by MJL

**6.13.19:** HRRC and PARC in communication to schedule cross-commission meeting.

**7.18.19:** HRRC and PARC met to discuss work plan initiative and proposals to getting feedback from community about barriers in participation. Email sent to PARC Staff Liaison of proposal for a community feedback forum.

**8.27.19:** HRRC will set up cross commission meeting with PARC will meet to create a framework to gain community feedback strategy.
### Initiative # 5
- **Council Charge (Proposed Charge Completed by CM):**
  - ☑ 1 (Study & Report)
  - ☑ 2 (Review & Comment)
  - ☑ 3 (Review & Recommend)
  - ☑ 4 (Review & Decide)

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<tr>
<th>Initiative Type:</th>
<th>☑ New Initiative ☐ Continued Initiative ☐ Ongoing Responsibility</th>
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<tbody>
<tr>
<td>R&amp;E 21.C.</td>
<td>Review and comment on the Race and Equity policy statement developed by City staff (Parks and Recreation Dept).</td>
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<tr>
<td>Lead Commissioners:</td>
<td>Epstein/Edwards/Arseneault/Ross</td>
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### Progress Report:
- **3.26.2019:** Heidi will follow up with P&R staff: R&E #34
- **4.16.19:** Emailed SFaus to get update on policy statement to review and comment.
- **5.21.19:** Drafts of Race and Equity policy are being researched and created by Parks & Recreation.
- **5.28.19:** Hold until meeting with new P&R Director on 6.18.19.
- **7.10.19:** P&R researching/creating race and equity policy that encompasses values/purpose of policy.

### Target Completion Date
- **Q2 2019**

### Budget Required
- ☐ Funds available
- ☑ Funds not available

### Staff Support Required
- ☐ Staff Liaison: Hrs_1__
- ☑ CTS (including Video)
- ☐ Other Staff: Hrs____

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**HUMAN RIGHTS AND RELATIONS COMMISSION**
Initiative # 6  |  Council Charge (Proposed Charge Completed by CM)  |  Target Completion Date  |  Budget Required (Staff Liaison)  |  Staff Support Required (Staff Liaison)
--- | --- | --- | --- | ---
☐ 1 (Study & Report)  |  ☑ 3 (Review & Recommend)  |  ☑ 4 (Review & Decide)  |  August  |  ☑ Funds available  
Funds are available for this project.  |  ☑ Staff Liaison: Hrs 8  
There are not funds available for this project (explain impact of Council approving initiative in liaison comments).  |  ☑ Staff Liaison: CTS (including Video)  |  ☑ Other Staff: Hrs

**Initiative Type:** ☑ New Initiative  ☐ Continued Initiative  ☐ Ongoing Responsibility

**Bias Offense Response Plan review to determine if the plan should be broadened to include offenses outside of the state statute’s definition of bias offense. (Review Racial Equity Recommendation 3. A.)**

**Lead Commissioners:** Kennedy/Nelson/Epstein/Meek

**Progress Report: 3.26.2019:** Discussed using the last sample incident as an example using the current plan.

**5.28.19:** Chair Nelson will follow-up with a contact person in Eugene, OR about their Bias Offense Work.

**9.27.2019:** HRRC Members would like to set up meeting with City Manager and Police Chief to discuss overview of the plan. Staff Liaison will set up meeting.
### Initiative # 7

**Council Charge (Proposed Charge Completed by CM)**
- ☐ 1 (Study & Report)
- ☐ 2 (Review & Comment)
- ☐ 3 (Review & Recommend)
- ☒ 4 (Review & Decide)

**Initiative Type:**
- ☐ New Initiative
- ☐ Continued Initiative
- ☒ Ongoing Responsibility

**Days of Remembrance Event**

**Lead Commissioners:** Arseneault/Edwards/Moss-Keys/Epstein/Beringer/Waldron

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<tr>
<th>Target Completion Date</th>
<th>Budget Required (Staff Liaison)</th>
<th>Staff Support Required (Staff Liaison)</th>
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</table>
| April                  | ☒ Funds available<br>
Funds are available for this project.<br>
Venue confirmed. |
|                        | ☐ Funds not available<br> |
|                        | ☐ Staff Liaison: Hrs __<br>|
|                        | ☒ CTS (including video)<br>|
|                        | ☐ Other Staff: Hrs ____<br>|

**Progress Report: 3.26.2019:** In process. Discussed pricing for Star Tribune ($650 for 5x8 ad) and Sun Current ($350 for Edina + $300 for SLP + $300 Richfield). Student Members discussed putting DOR event in Schoology. Eventbrite discussed as another promotion.

**4.16.19:** Press release waiting on approval and distribution on 4.18.19. DOR posters available for distribution on 4.15.19. Will meet at on 4.23.19 to look at artwork and materials for DOR event.

**4.28.19:** Days of Remembrance Event took place, approximately 250 people attended event. Artwork from Normandale Elementary displayed at event, then two weeks in City Hall, and then will be hosted at Edina Library in June. CTS provided audio and video support for event.

**5.28.19:** Debrief report will be provided within the next meetings and possible considerations for larger venue for next year’s event.
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<th>Initiative # 8</th>
<th>Council Charge (Proposed Charge Completed by CM)</th>
<th>Target Completion Date</th>
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<td></td>
<td>☐ 1 (Study &amp; Report) ☐ 2 (Review &amp; Comment) ☑ 3 (Review &amp; Recommend) ☐ 4 (Review &amp; Decide)</td>
<td>October</td>
<td>☑ Funds available Funds are available for this project.</td>
<td>☐ Staff Liaison: Hrs_12_ ☑ CTS (including Video) ☐ Other Staff: Hrs_____</td>
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<td>Initiate Type: ☑ New Initiative ☐ Continued Initiative ☐ Ongoing Responsibility</td>
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<td>Serve on a cross-commission committee (see partners) to complete requirements for Edina to receive the AARP City Designation. - Complete Walk Audit Tool Kit provided by AARP - October Senior Expo &amp; Designation</td>
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<td>Lead Commissioners: Beringer/Edwards/Nelson</td>
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<td>Partners: Community Health Commission [LEAD], Human Rights &amp; Relations Commission, Parks &amp; Recreation Commission, Transportation Commission</td>
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**Progress Report: 3.26.2019:** Heidi follow up with JBrown

**4.15.19:** JBrown sent an email to cross-commission members to coordinate meeting time.

**5.10.19:** CHC Chair will contact AARP to get guidance on city designation process.

**8.16.19:** CHC Staff Liaison was asked by Chair to organize meeting for members to meet about designation process.
<table>
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<tr>
<th>Initiative #9</th>
<th>Council Charge (Proposed Charge Completed by CM)</th>
<th>Target Completion Date</th>
<th>Budget Required (Staff Liaison)</th>
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<tr>
<td>2019 Tom Oye Award</td>
<td>☐ 1 (Study &amp; Report) ☐ 2 (Review &amp; Comment) ☒ 3 (Review &amp; Recommend)</td>
<td>December</td>
<td>☒ Funds available</td>
<td>☐ Staff Liaison: Hrs_8_ ☒ CTS (including Video)</td>
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<td>☒ Funds not available</td>
<td>☐ Other Staff: Hrs_____</td>
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**Lead Commissioners:** Arseneault/Kennedy/Stringer Moore

**Progress Report: 3.26.2019:** No updates yet. Committee meeting on June 2019

**5.18.19:** HRRC Commissioners will meet on 6.3.19 to discuss the award criteria, eligibility, and other award details

**6.18.19:** Press release of application and award information on August 27. December 3, the Tom Oye recipient attend December 3 City Council Meeting. Two categories: non-student and K-12 and above student awards. Potential award presenters, awards, and promoting the award and event are being discussed.

**8.15.19:** Tom Oye press release, application form, and website updated for public announcement. Accepting applications until October 11.
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<tr>
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<td>10</td>
<td>☐ 1 (Study &amp; Report) ☐ 2 (Review &amp; Comment) ☐ 3 (Review &amp; Recommend) ☒ 4 (Review &amp; Decide)</td>
<td>October</td>
<td>☒ Funds available for this project. ☐ Funds not available</td>
<td>☒ Staff Liaison: Hrs_12_ ☐ CTS (including Video) ☐ Other Staff: Hrs_____</td>
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**Initiative Type:** ☐ New Initiative ☒ Continued Initiative ☐ Ongoing Responsibility

**Sharing Values, Sharing Communities (One Event)**

**Lead Commissioners:** Meek/Stringer Moore/Beringer/Kennedy

**Progress Report: 3.26.2019:** A list of topics for event has been compiled.

**5.28.19:** Event date on October 6 approved. Promote event on Edition Edina in September edition – email Krystal.

**6.18.19:** A meeting will be set up by a HRRC member plan this event.

**9.18.2019:** Sharing Values, Sharing Communities event has been post-poned.
### Initiative #11

<table>
<thead>
<tr>
<th>Council Charge (Proposed Charge Completed by CM)</th>
<th>Target Completion Date</th>
<th>Budget Required (Staff Liaison)</th>
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<td>☐ 1 (Study &amp; Report) ☑ 2 (Review &amp; Comment) ☐ 3 (Review &amp; Recommend) ☐ 4 (Review &amp; Decide)</td>
<td>May 2019</td>
<td>☐ Funds available Funds are available for this project. ☒ Funds not available</td>
<td>☒ Staff Liaison: Hrs 20 ☐ CTS (including Video) ☐ Other Staff:</td>
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**Initiative Type:** ☑ New Initiative ☐ Continued Initiative ☐ Ongoing Responsibility

Serve on a cross-commission committee (see partners) to review the Public Art Program and recommend a 3-year plan for the program.

**Lead Commissioners:** Kennedy/Stringer Moore/Meek  
**Partners:** Arts & Culture Commission [LEAD] and Human Rights and Relations Commission

**Progress Report: 3.26.2019:** On 4.25 an Arts & Culture Commission visioning session with HRRC members will take place.

**5.21.19:** Cross-commission committee is creating strategic document that includes three-year public initiative that includes cross-commission committee mission, roles, and activities.

**5.28.19:** HRRC waiting for notes from Art Visioning meeting. Chair will send an email to ACC Chair to follow-up.

**6.18.19:** ACC Members will be attending July 16 HRRC meeting to discuss the current progress of this initiative and ACC requested feedback from HRRC members.

**9.11.2019:** ACC is planning to present 3-year plan to City Council on September 17, 2019
Parking Lot: (These items have been considered by the BC, but not proposed as part of this year’s work plan. If the BC decides they would like to work on them in the current year, it would need to be approved by Council.)

<table>
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<tr>
<th>School District Partnership (Stringer Moore/Meek)</th>
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ACTION REQUESTED:
Approve advisory communication to be forwarded to City Council for consideration.

INTRODUCTION:
Commissioner Kennedy drafted an advisory communication for the Commission to discuss and consider sending to Council.

ATTACHMENTS:

Advisory Communication: Edina: A Welcoming City for All
Advisory Communication

Date: September 13, 2019

To: Edina City Council

From: Edina Human Rights and Relation Commission

Subject: Edina: A Welcoming City for All

Action Requested: To pass a resolution affirming the City of Edina as “Edina: A Welcoming City for All Who Live, Work, Study, and Visit Here.”

Situation: There have been, and continue to be, expressions of hate and discrimination in Edina through graffiti and acts of vandalism. These incidents include but are not limited to the following:

1. October 25, 2018: Multiple trees were painted with swastikas and the word Nigger in Arden Park
2. December 11, 2018: Two trees were painted with swastikas in Pamela Park. The large swastika was not fully covered from view until September 2019, following two resident complaints.
3. July 26, 2019: A swastika was etched into playground equipment at Strachauer Park.
4. August 3, 2019: A large swastika was spray-painted into the center of the parking lot in Bredesen Park. A watermelon was broken in that same spot, apparently indicating an act of racial discrimination.
5. August 7, 2019: A city parking ramp at the 3900 block of Market Street was damaged with graffiti; it is unknown at this time if the graffiti expresses hate.
6. August 22, 2019: The word “Nigga” was etched into the men’s room partition in a restroom at Pamela Park.
7. August 29, 2019: The words “Only Niggers Enter Here” were written in chalk on the concrete outside of the warming house men’s room at Pamela Park.
8. Two young men walked onto a resident’s yard and removed a lawn sign that read “To our Muslim Neighbors - Blessed Ramadan.”

It is not sufficient to react to hate when it has already been expressed, which serves only to emphasize the hateful acts and, to some extent, which normalizes them by emphasizing their frequency and occurrence. It is necessary to make pro-active statements that affirm the City’s commitment to making Edina a welcoming and safe community for everyone. To achieve this, we must make it clear that hatred and bigotry are not acceptable, as they directly undermine the Edina where we want to live, work, study, and visit.

Hate instills fear and distress among those who are targeted and makes them more likely to experience anxiety, panic, and other forms of stress compared to victims of other types of non-hate-motivated incidents. This fear and vulnerability make the targeted populations less likely to be integrated into the community and less likely and less able to contribute their skills and resources to enriching their families, their neighborhoods, and our City.
**Background:** The City of Edina has made a strong commitment to human rights and to equality and equity.

- The City is part of the worldwide network of Human Rights Cities, a program that uses the Universal Declaration of Human Rights as guiding and aspirational principles for city policies and actions.
- The City of Edina has included a chapter on human rights in the upcoming Comprehensive Plan for the next decade, integrating the lenses of equality, equity, and social justice in every area of city life, likely the only city in Minnesota to do so.

**Assessment:** It is appropriate for the City to endorse a resolution affirming the City’s identity as “A Welcoming City for All who Live, Work, Study, and Visit Here.”

**Recommendation:** The City should pass the following resolution of support:

**Whereas** the City of Edina has long been recognized as an exceptionally livable and desirable community; and

**Whereas** it is the public policy of the City of Edina (Edina City Ordinance 15.01) to secure for all residents of the City of Edina the freedom from discrimination because of race, color, creed, religion, age, sex, sexual orientation, gender expression, marital status, disability, status with regard to public assistance, familial status, or national origin, in connection with employment, housing and real property, public accommodations, public services, credit, and education;

**Whereas**, the City of Edina supports these public policies not only for its residents but for all who study, work, and visit in Edina regardless of their status;

**Therefore, Be It Resolved** that the City of Edina, Minnesota declare itself to be “The City of Edina: A Welcoming City for All who Live, Work, Study, and Visit Here.”
To: Human Rights and Relations Commission
From: Jennifer Garske, Executive Assistant
Subject: Human Rights & Relations Commission Initiative #9
       Tom Oye Award

Date: September 24, 2019

Agenda Item #: VII.C.  
Item Type: Report and Recommendation  
Item Activity: Discussion

ACTION REQUESTED:
None.

INTRODUCTION:
Discussion around encouraging community members to submit nominations for the Tom Oye Human Rights Award. Nominations are due Oct. 11, 2019. This is Initiative #9 on the 2019 HRRC Work Plan.
To: Human Rights and Relations Commission
From: Heidi Lee, Staff Liaison
Subject: Human Rights & Relations Commission 2020 Work Plan

ACTION REQUESTED:
None.

INTRODUCTION:
The commission continues to work on developing their 2020 Work Plan. The Commission should discuss new items for the Work Plan, as well as items that will carry over from 2019 to 2020.

ATTACHMENTS:

HRRC Work Plan 2020
<table>
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<tr>
<th>Initiative #1</th>
<th>Initiative Type</th>
<th>Completion Date</th>
<th>Council Charge</th>
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<tr>
<td>Days of Remembrance Event</td>
<td>Review and Decide</td>
<td>April 2020</td>
<td>4 (review and decide)</td>
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City Manager Comments:
Progress Report:

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<td>2020 Tom Oye Award</td>
<td>Review and Decide</td>
<td>December 2020</td>
<td>3 (review and recommend)</td>
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<tr>
<td>Sharing Values, Sharing Communities Event</td>
<td>Review and Decide</td>
<td>October 2020</td>
<td>4 (review and decide)</td>
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<tr>
<td>R&amp;E 18.E. Chair/co-chair a cross-commission committee (see partners) to ensure City facility artwork and décor reflects diversity of race and culture.</td>
<td>Review and Recommend</td>
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<td>Review and Recommend</td>
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<td>R&amp;E 20.B. Chair/co-chair a cross-commission committee (see partners) in partnership with communities of color to identify barriers for participation in programming.</td>
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<td>Review and Recommend</td>
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<tr>
<td>Bias Offense Response Plan review to determine if the plan should be broadened to include offenses outside of the state statute’s definition of bias offense. (Review Racial Equity Recommendation 3.A.)</td>
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<td>Review and Recommend</td>
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<tr>
<td>Serve on a cross-commission committee (see partners) to complete requirements for Edina to receive the AARP City Designation. -Complete Walk Audit Tool Kit provided by AARP</td>
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