I. Call To Order

II. Roll Call

III. Approval Of Meeting Agenda

IV. Approval Of Meeting Minutes
   A. Meeting Minutes, Sept. 24, 2019

V. Special Recognitions And Presentations
   A. Welcome to new Student Commissioner

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 2019 Work Plan
   B. 2019 Tom Oye Award Nominations
   C. Human Rights & Relations Commission 2020 Work Plan Development
   D. 2020 Days of Remembrance Working Group

VIII. Chair And Member Comments

IX. Staff Comments
   A. November and December 2019 HRRC meeting dates

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 Sept. 24, 2019 meeting minutes.

INTRODUCTION:
Approve the Sept. 24, 2019 meeting minutes.

ATTACHMENTS:

Minutes: Human Rights & Relations Commission Sept. 24, 2019
Minutes  
City Of Edina, Minnesota  
Human Rights & Relations Commission  
Edina City Hall, Community Room,  
Sept. 24, 2019, 7 p.m.

I. Call To Order  
Chair Nelson called the meeting to order at 7:04 p.m.

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

III. Approval Of Meeting Agenda  
Chair Nelson requested moving the Advisory Communication up on the agenda. He also asked that the Commission permit the participation in the meeting of Jessi Kingston, a former Human Rights & Relations Commissioner and a member of the City’s Racial Equity Task Force, for the Advisory Communication discussion.  

Motion by Chair Nelson to move the Advisory Communication item on the meeting agenda and permit Jessi Kingston to participate in the meeting for the Advisory Communication item, Commissioner Arseneault seconded. Motion carried.

Chair Nelson also asked to add a new item to the agenda, a recap of the Commission’s participation in Open Streets.  

Motion by Chair Nelson to add the Open Streets Participation item to the agenda, seconded Commissioner Kennedy. Motion carried.  

Motion by Commissioner Arseneault to approve the Sept. 24, 2019 meeting agenda as amended, seconded by Commissioner Kennedy. Motion carried.

IV. Approval Of Meeting Minutes  
Motion by Commissioner Kennedy to approve the Aug. 27, 2019 meeting minutes, seconded by Commissioner Arseneault. Motion carried.

Commissioner Meek arrived at 7:07 p.m.

V. Special Recognitions and Presentations
A. Welcome to new Student Commissioner Mythili Iyer
   a. Student Commissioner Iyer was not in attendance

B. Presentation by Edina High School student Arjun Maheshwari, “Edina’s Inclusionary and Exclusionary History.”
   a. The Presentation included a brief history of Edina, including African-American families moving to Edina, and the high involvement of this group in the City in the late 1800s. Frank Wheaton from Edina was the first black man elected to the Minnesota State Legislature. Wheaton, first elected in 1898, represented a district that was overwhelmingly white. Maheshwari then discussed a transformation that happened in the City. Segregationist policies, such as black covenants on housing documents, particularly in the Country Club neighborhood, came into practice. Maheshwari talked about a study done on Edina's racial history by Chad Montrie, a professor in the Department of History at the University of Massachusetts Lowell. Montrie’s article provided some of the information for Maheshwari’s presentation.

The presentation continued with a look at the schools in Edina, particularly Edina High school, and Maheshwari’s own observations as a student at EHS. He indicated the school is very diverse, but not socially integrated. He also touched on income inequality and how the City is working on affordable housing projects to address that. He also mentioned the role of Edina Police in making Edina an inclusive community.

Finally, Maheshwari asked for the cooperation of the Human Rights & Relations Commission, along with the Heritage Preservation Commission—on which he is a student commissioner, to raise awareness about this issue. One idea he hoped to implement is educating children. He suggested that when Edina sixth-grade students are learning about Minnesota history, they have an “Edina History” day, where there are speakers about Edina’s past.

The Commission commented on the presentation and their willingness to partner on education and informing the public about the history of the City. The Commission said they were appreciative of a concrete idea to educate students. They talked about how most racism is learned at home. The Commission wondered if Maheshwari was going to give the presentation to other groups, and he indicated yes. They asked what else Maheshwari would like from them, and he stated he would like concrete suggestions on educating residents about the history of the City. The Commission suggested looking at ways to share the presentation information on social media and the City website. They also discussed seeing where this would fit into their 2020 Commission Work Plan and how it ties into initiatives already on their Work Plan.

VI. Community Comment—None

VII. Reports/Recommendations
A. Advisory Communication—Graffiti incidents in the City
   a. Moved to the top of the Reports & Recommendations portion of the agenda
   b. The Advisory Communication was discussed. Jessi Kingston was asked to attend the meeting and talk with the Commission about this topic. She had sent a list of graffiti incidents in the City over the past year, and discussed that the incidents needed to be addressed in a proactive way. Kingston shared information from the Racial Equality Task Force about Police response and including a welcoming statement for residents. The Commission discussed the list Kingston had compiled, and if the incidents are increasing in the City. The Commission discussed the City’s response to these incidents, and which departments are involved with the response. Kingston discussed restorative justice and how that could be part of the process in Edina. The Commission discussed how we make people comfortable reporting these incidents and what avenues are available for that reporting.
      i. The Commission discussed with Kingston what things can be done in the City going forward, including sending a resolution to the City Council that Edina is a welcoming city, and that the City is taking steps to address these incidents. The Commission discussed the wording in the Advisory Communication, and how strong the language should be.
      ii. The Commission discussed other options for deterring these incidents in the City, such as prosecution, cameras in parks and having community conversations about the incidents, and other ideas. They talked with Kingston about the Council’s response to the incidents and to her communications with Council and staff.
      iii. The Commission talked about if there was a need for two separate advisories to Council—one for the welcoming city statement and one condemning the racist acts, and what could be accomplished tonight vs. over the next weeks. They discussed having the Bias Offense Working Group look at the Advisory Communication, and work on the wording and possibly splitting the Advisory into two separate documents.

Motion by Chair Nelson to table this Advisory Communication and refer it to the Bias Offense Committee to bring back to the group at the next meeting, second by Commissioner Kennedy. Motion carries.

B. 2019 Commission Work Plan
   a. Initiative #1—Applying a Race and Equity Lens to Communication Content
      i. Working group will look at the protocol from CTS and bring it to the October HRRC meeting for action.
      ii. Staff Liaison Heidi Lee will let CTS know the working group is reviewing the protocol.
      iii. CTS had a feedback group of Edina residents look at the protocol.
         1. The Commission asked to look at that feedback as they are doing their review. Staff Liaison Lee will coordinate getting that to Working Group.
b. Initiative #2—Naming of a Public Facility in the Grandview Area after BC and Ellen Yancey
   i. Commission talked to members of the Edina Grange about this topic at the Open Streets event Sept. 22. The Grange had a lot of ideas.
   ii. Commission discussed building a community garden and name it after the Yancey family.
      1. The Commission talked about liking the permanence of naming a park or building after the Yanceys instead.
   iii. The Commission said the Working Group would reconvene and make a recommendation to the Parks & Recreation Commission.
      1. The two parks suggested at this time are Wooddale Park or Garden Park. Both are close to the Granview area, where the Yancey homestead was located.

c. Initiative #3—Ensure City Facility Artwork and Décor Reflects Diversity of Race and Culture
   i. Staff Liaison Lee indicated she was creating an Advisory Communication for Council, using and revising the document approved at the Aug. 27 HRRC meeting. The document indicated the City Hall atrium and Mayor’s Conference Room would be the first areas looked at.
      1. The Commission discussed what would be some of the next City facilities on the list
      2. They would like to use this as a template for going forward for other facilities.
      3. The Commission talked about how you measure success with this initiative.

d. Initiative #4—Identify Barriers for Participation in Programming
   i. No update since last meeting, since the Commission has not heard from the Parks & Recreation Commission.
      1. Commissioner Stringer Moore will follow up with them again.
   ii. Staff Liaison Lee brought up the charge for this initiative is review and recommend and the challenge of getting feedback from people who are not participating in the programming. The Commission discussed creating a framework—the steps leading up to the plan and what it looks like after. They also discussed the challenges of not collecting the data needed to identify barriers.

e. Initiative #5—Race and Equity Policy Statement Developed by City Staff
   i. No update on this initiative.

f. Initiative #6—Bias Offense Response Plan
   i. Staff Liaison Lee have an update on work being done
      1. Meeting was held with all the departments about how they respond to each bias offense report, including Administration, Communications & Technology Services, Parks & Recreation and Police.
      2. Commission discussed the Work Group meeting with the City Manager, Police Chief and Staff Liaison Lee soon to discuss the process.

g. Initiative #7—Days of Remembrance Event
   i. Commissioner Arseneault asked for a working group for this initiative on the 2020 Work Plan to be approved at October HRRC meeting in order to have it posted. Greensheet is used to call for the working group.
Motion by Commissioner Arseneault to approve a greensheet as a call for a working group for the 2020 Days of Remembrance event, seconded by Commissioner Beringer. Motion carries.

h. Initiative #8—AARP City Designation
   i. Chair Nelson shared he had a meeting with the Health Commission Chair and another member of the Health Commission
      I. There is reluctance on part of EHC because the approval is the easy part, the hard part is all the follow up staff will have to do
   ii. Chair Nelson also met with resident Arnie Bigbee, who has been working on AARP MN to get ideas going forward
   iii. The Commission talked about continuing this to the 2020 Work Plan

i. Initiative #9—Tom Oye Award
   i. One nomination so far, deadline is Oct. 11
   ii. Gave bookmarks out at Open Streets event Sept. 22
   iii. Commissioners talked about whether they can nominate someone for the award. It was established they can, and have in the past.
   iv. Commission discussed purchasing another social media push for the award and if the information was not straightforward enough.
   v. Nominations will be part of the packet for the Oct. 22 HRRC meeting to pick the winner.

Motion by Commissioner Arseneault to approve another social media boost for Tom Oye Awards, seconded by Commissioner Edwards. Motion passes.

j. Initiative #10—Sharing Values, Sharing Community
   i. Event postponed due to another climate change event happening the same month in the City
   ii. Commissioner Meek discussed being in touch with the Energy & Environment Commission, who put her in touch with Edina League of Women Voters regarding their Earth Day event next spring and the chance for the HRRC to partner with them.
   iii. Commission discussed leaving the climate change event to the LWV, and doing another event in 2020, perhaps around the topic “Getting Real about Race.”
   iv. Commission discussed also partnering with EEC on an event in 2020, since they have already reached out to EEC, and EEC has added the event to their proposed 2020 Work Plan
   v. Commissioner Meek will follow up with the LWV to see what role HRRC would play in their event.

k. Initiative #11—Public Art Program
   i. The public art plan that was brought to the August HRRC meeting was shown to Council by the Arts & Culture Commission at their joint Work Session.

C. Work Plan Initiative #9 Update
   a. Discussed during previous agenda item

D. 2020 Work Plan Development
a. Staff Liaison Lee shared what would already be on the 2020 HRRC Work Plan based on discussion and events that carry over each year
   i. 2020 Work Plan already has seven initiatives on it
   ii. Most commissions only have three to six items on their work plans
b. Commission discussed what they want to include and not include next year, and what initiatives may be completed by the end of 2019.
   i. Chair Nelson shared that 2020 will be the 50th year of HRRC and the 10th year of the Days of Remembrance event. The Commission discussed ideas for celebrating those milestones, and if this should be on the 2020 Work Plan as an initiative.
      1. A display in the City Hall atrium was proposed.
      2. A logo and 50th-year theme for the Commission was discussed. They talked about incorporating the them into all the HRRC events next year.
   c. Event with EEC was again discussed, and Commissioner Meek said she would follow up with them. The Commission discussed that a cross-commission event could be added to their 2020 Work Plan by Council, even if they do not include it.

E. Participation in Open Streets Sept. 22
   a. Added to agenda.
   b. The Commission discussed the event and how it was definitely worth their time. They talked about being more prepared next year.

VIII. Chair and Member Comments
   A. Commissioner Arseneault discussed her objection to the adoption of the City Council saying the Pledge of Allegiance at meetings. She thought it was the opposite of being a welcoming community, and wondered if City staff was consulted. Commissioner Arseneault was encouraged to write an email to Council with her concerns.

IX. Staff Comments

X. Adjournment

Motion by Commissioner Arsenault to adjourn the meeting, seconded by Commissioner Ross. Motion carried.

Meeting adjourned at 9:30 p.m.
Welcome to new Human Rights & Relations Commission student member Mythili Iyer.
Date: October 22, 2019

To: Human Rights and Relations Commission

From: Heidi Lee, Race & Equity Coordinator

Subject: Human Rights & Relations Commission 2019 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:

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

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<td>☐ Funds available&lt;br&gt;<em>Funds are available for this project.</em>&lt;br&gt;☐ Funds not available&lt;br&gt;<em>There are not funds available for this project (explain impact of Council approving initiative in liaison comments).</em></td>
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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.

**4.12.19:** Emailed CTS to get status and CTS is looking for GARE communications information to get introductory guidance.

**5.8.19:** 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.

**7.2.19:** Protocol and procedures draft sent to HRRC for review.

**8.5.19:** Communications Feedback Group met with CTS Dept to provide feedback on protocol.

**9.24.19:** Commissioners asked for the feedback from the Communication Feedback Group and will provide feedback.

**10.9.19:** Lead commissioners sent feedback from the Communications Feedback Group.
### Initiative # 2

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

**R&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.

**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.

9.24.19: Work Group will reconvene to make recommendation to Parks & Recreation Commission.
Recommendations to City Council will be pushed to November meeting.

**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


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.

10.11.19: Recommendations to City Council will be pushed to November meeting.
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<td>□ 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).</td>
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R&E 20.8. Chair/co-chair a cross-commission committee (see partners) in partnership with communities of color to identify barriers for participation in programming.

**Lead Commissioners:** Edwards/Waldron/Stringer Moore/Moss-Keys

**Partners:** Human Rights & Relations Commission [LEAD] and Parks & Recreation Commission

**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.

9.24.19: HRRC Commissioner will follow-up with PARC.
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<td>R&amp;E 21.C. Review and comment on the Race and Equity policy statement developed by City staff (Parks and Recreation Dept).</td>
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<td>Lead Commissioners: Epstein/Edwards/Arseneault/Ross</td>
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<td>Progress Report: 3.26.2019: Heidi will follow up with P&amp;R staff: R&amp;E #34</td>
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<td>4.16.19: Emailed SFaus to get update on policy statement to review and comment.</td>
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<td>5.21.19: Drafts of Race and Equity policy are being researched and created by Parks &amp; Recreation.</td>
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<td>5.28.19: Hold until meeting with new P&amp;R Director on 6.18.19.</td>
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<td>7.10.19: P&amp;R researching/creating race and equity policy that encompasses values/purpose of policy.</td>
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Meeting with HRRC Working Group with City Manager and Police Chief scheduled for November 15, 2019.

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.

9.27.19: 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.

10.15.19: Meeting with HRRC Working Group with City Manager and Police Chief scheduled for November 15, 2019.

HUMAN RIGHTS AND RELATIONS COMMISSION
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.


4.28.19: 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.

9.24.19: Motion for 2020 DOR Working Group approved. HRRC will complete Greensheet.
**Initiative # 8** | **Council Charge (Proposed Charge Completed by CM)**
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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 & Designation

**Lead Commissioners:** Beringer/Edwards/Nelson

**Partners:** Community Health Commission [LEAD], Human Rights & Relations Commission, Parks & Recreation Commission, Transportation Commission

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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_12_

☒ CTS (including Video)

☐ Other Staff: Hrs_____

**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.

**9.24.19:** HRRC Chair met with community member to get more information about AARP designation. This work plan item will be continued for 2020 work plan.

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**HUMAN RIGHTS AND RELATIONS COMMISSION**
HUMAN RIGHTS AND RELATIONS COMMISSION

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

2019 Tom Oye Award

Lead Commissioners: Arseneault/Kennedy/Stringer Moore


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.

10.15.19: Nomination applications ended on October 11, 2019. Received 4 applications, 2 two students and 2 adults.
Initiative Type: ☒ New Initiative  ☐ Continued Initiative  ☐ Ongoing Responsibility
Sharing Values, Sharing Communities (One Event)

Lead Commissioners: Meek/Stringer Moore/Beringer/Kennedy

5.28.19: A list of topics for event has been compiled.
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

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| ☐ 1 (Study & Report)  ☒ 2 (Review & Comment)  ☐ 3 (Review & Recommend)  ☐ 4 (Review & Decide) | May 2019 | ☐ Funds available  
  Funds are available for this project. | ☒  Staff Liaison: Hrs 20  
  ☐ CTS (including Video)  
  ☐ Other Staff: |

**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.)

School District Partnership (Stringer Moore/Meek)
ACTION REQUESTED:
Commission should select the 2019 Tom Oye Award recipient.

INTRODUCTION:
Please see attached for nominations.

ATTACHMENTS:

Sanford Berman nomination
Shreya Konkimalla nomination
Olivia Pierce nomination
Marlys Wiens nomination
Tom Oye Human Rights Award Nomination

The Edina Human Rights & Relations Commission is seeking nominations for its annual Tom Oye Human Rights Award. This award will honor the late Tom Oye and other members of the Edina community whose good works promote human relations and advance human rights. Nominees are evaluated based on their efforts to foster respect and dignity for others, model courage and/or compassion in the advancement of human rights, and demonstrate leadership by example for improving human relations and/or advancing human rights. The definition of human rights includes freedom from discrimination because of race, color, creed, religion, sex, sexual orientation, gender expression, marital status, disability, status with regard to public assistance, familial status or national origin.

Applications must be received by Friday, Oct. 11, 2019. Applications will be reviewed by the Human Rights & Relations Commission. The Commission may decline to make an award if, in its view, no nominee meets the criteria.

For additional information or to request a paper nomination form, contact Race and Equity Coordinator Heidi Lee at HLee@edinamn.gov.

Nominators Contact Information

First Name*  Last Name*
Arnold       Bigbee
Occupation*

Address
7621 Edinborough Way #2110

City
Edina

State
MN

Zip Code
55435

Phone Number*
6128044660

Email Address*
arnieb1@me.com

Nominee

Name of person or group being nominated. *
Sanford Berman

Address*
4400 Morningside Road
Note: Nominee must live, work or study in Edina.

City*
Edina

State*
MN

Zip Code*
55416

Type of award*

- Student
  - Community Member/Group

Nominee Phone Number*
952 925 5738

Nominee Email Address*

Supplemental Materials

Please attach a description of why you believe this person or group deserves the Tom Oye Human Rights Award. If you have any other information in support of your nomination, please provide necessary supporting documents below. Be sure to include your name on all materials submitted.
THE MINNESOTA DATA PRACTICES ACT requires that we inform you of your rights about the private data we are requesting on this form. Private data is available to you, but not to the public. We are requesting this data to determine your eligibility for a license from the City of Edina. Providing the data may disclose information that could cause your application to be denied. You are not legally required to provide the data, however, refusing to supply the data may cause your license to not be processed. Under M.S. 270.72, the City of Edina is required to provide the Minnesota Department of Revenue your MN Tax ID Number and Social Security Number if each license applicant. This information may be used to deny the issuance, renewal or transfer of your license if you owe the Minnesota Department of Revenue delinquent taxes, penalties or interest. The Department of Revenue may supply information with the Internal Revenue Service. In addition, this data can be shared by Edina City Staff, the State of Minnesota Driver License Section, Hennepin County Auditor, Bureau of Criminal Apprehension, Hennepin County Warrant Office and Ramsey County Warrant Office. By agreeing below, you indicate that you understand these rights.*

☑️ I agree.

☑️ Receive an email copy of this form.

Email address

arnieb1@me.com

This field is not part of the form submission.

* indicates a required field
October 11, 2019

This is a letter nominating Sandy Berman for the 2019 Tom Oye Award. Sandy was born in Chicago in 1933. After completing a BA degree at UCLA, he acquired Masters Degree in Library Science at The Catholic University of America in Washington, D.C. He began his career as a Librarian in the U.S. Army in West Germany. He then completed two years at the UCLA Research Library followed by librarian positions at the University of Zambia in Lusaka, Zambia and the Makerere Institute of Social Research Library in Kampala, Uganda. Sandy completed his career on the staff of the Hennepin County Library.

Sandy is called an “activist librarian”. During his career he found that words were used in library catalogues that determined how people were described when searches were being made for information. When Sandy found words in the catalogue system that described a person or group unfairly or inaccurately, he spoke out and sought changes. In the world of librarians he became known for insisting on word changes in the Library of Congress that would remove bias and help library patrons find the resources they wanted.

While at the Hennepin County Library System, Sandy wrote “Prejudices and Antipathies: a Tract on the Library of Congress Subject Heads Concerning People”. In it he documented the ways in which some words used in the catalogue search system perpetuated racism, sexism and other biases.

His work is where he expressed his passion for equity and fairness. His appearance at a meeting of the Edina Human Rights and Relations Commission when I served on that group was inspiring to me personally. He came to us to deliver information supporting affordable housing initiatives in Edina. Discovering that he founded the American Library Association’s Hunger, Homelessness and Poverty Task Force reinforced the impact he has had in furthering the ideals of public libraries serving ALL who live in the United States.
Sandy’s work has been recognized over the years: in 1990, accepting the John Sessions Memorial award on behalf of Hennepin County Library; in 1988, receiving the Honeywell Project Anniversary Award for Peace and Justice; in 1989, the American Library Association Equality award; in 1994 the Carey McWilliams Award for “outstanding scholarly work relating to the U.S. experience of Multiculturalism and, in 1996, the Downs Intellectual freedom Award. In 2013 he published a collection of his columns about his work in a book “Not in My Library”.

We are a fortunate community to have Sandy in our midst. I propose that Edina honor him for his commitment to the values expressed in the Tom Oye Award.

Arnie Bigbee
7621 Edinborough Way #2110
Edina MN 55435
612 804 4660
THINKERS. ADVENTURERS. MAKERS. WRITERS. INVENTORS. SPEAKING WITH YOUR HANDS.

HOW TO BE A HERMIT | DIY LAND ROCKETS | FORENSIC ARCHITECTURE | VIKINGS VS. VIRUSES FERMENTING ANCIENT PICKLES | THE HISTORY OF HAIR METAL | DOGS PLAYING POKER
ALIEN ASTRONOMY | SCIENTIFIC ORIGAMI + HOW THE ILLUMINATI TOOK OVER THE WORLD
SANFORD BERMAN
HAS MADE A CAREER WAGING WAR ON HOW LIBRARIES CLASSIFY THEIR BOOKS.
WELCOME TO THE RADICAL WORLD OF GUERRILLA CATALOGING.
As told to Karen Heibig

For much of my early life, I preferred reading to almost anything else, so in high school I applied to be a messenger clerk, the lowest possible class of library worker. They handed me a map and told me to clean up the child's pee that had accumulated in a corner of the fairytale section. I figured it could only get better; right? I had no idea.

When I was older, I married a black woman who worked at the UCLA research library. She was anxious to get out of Los Angeles, and Africa seemed like a nice place for travel and enlightenment. That's how we got to Zambia.

I started working at a university library, and I discovered they were assigning subject headings like 'Kafir' – which means 'infidel' in Arabic – to books on black South African people. It was like assigning the N-word as a heading. Following a train of other such discoveries, I contacted a letter to the library journal editor to have the entry changed. That was really the beginning.

Later I became head cataloguer at Hennepin County Library in Minnesota, and I noticed so many of the longstanding headings used by the Library of Congress and Dewey Decimal cataloguing systems, which are used all around the world, were arcane; no one had seen fit to modernize them. For instance, if you wanted to look up a book on toilets, you had to search for 'Water closets'. A light bulb? The heading was 'Electric lamps, incandescent'. I realised then there was a lot of work to be done creating a more accurate, thoughtful cataloguing system.

As time went on, me and some like-minded associates, who without my blessing dubbed ourselves the Sandinistas, worked to replace bad and inaccurate headings, like 'Gypsies', which we changed to 'Roma'. We dropped prejudicial terms like 'the Jewish question' and 'Yellow peril', too. It took the Library of Congress six years to create the heading 'Sex workers'. They had it as a cross-reference – 'see: Prostitutes'. These aren't trivial issues; they're matters of serious public policy discussion. Mass incarceration, for instance – you read about that every day. But there's no heading for it.

I don't want to make an extravagant claim about cataloguing, but what happens in the library dovetails into other areas of social and political life. The Library of Congress and Dewey Decimal systems are the primary authorities on how the world classifies knowledge. Yet to this day the Library of Congress system has a heading on 'Armenian massacres', but not 'Armenian genocide'. They won't add it because, as a government institution, they don't want to offend the Turks.

To me, that's an unacceptable intrusion of politics into what should be a scholarly matter of simply reporting the truth.

What I like about librarianship is that everything that happens in the world is mirrored in the profession. Material enters the libraries on these topics so you have to do something with them, denote them so people can find them through the catalogue. But a slavishness has developed on the part of professionals who should be autonomous and free-thinking. They will not depart from established practice.

In 1999 I was forced to retire. Within about two years, management completely demolished the database which had altered and conformed with the old rules. It was a demolition derby and it all went down the tube. Ever since, I've made recommendations regularly to the Library of Congress. I don't even have a computer; I own two vintage 1970s Olympia portable typewriters and I make photocopies. If you count what we did at Hennepin and since my retirement, we've altered or created hundreds of headings. We changed 'Hermaphroditism' to 'Intersexuality', and had 'Homosexuality' moved out of the medicine classification in the Dewey Decimal System. And it's not over. People are still working to have 'Illegal alien' changed to 'Undocumented immigrant'. We're still clamouring for change.

107 SMITH JOURNAL
Omissions and distortions abound in libraries, too

Commentary by Sanford Berman

Much recent reporting and editorializing has concerned the removal of racist public monuments, changing objectionable place names (like Lake Calhoon and Lindbergh Terminal in the Twin Cities), and the embarrassment of colonialism in galleries and museums.

Never mentioned is the alarming and pervasive fact that libraries, too, often misrepresent, overlook and even defame marginalized, exploited, indigenous and ostracized communities.

Tony searches almost any school, public or academic library catalog under the subject “Native American Holocaust” (or “Native American Genocide”). You’ll find nothing. It will seem as if the library either owns nothing on that topic or that such an event or experience never happened. Why? Because nearly all libraries rely totally on the Library of Congress (LC) to create subject headings. And LC has thus far failed to recognize the 1492-1900 Indian tragedy by establishing a heading to denote it. If LC won’t do it, neither will anyone else. The nearest LC comes to such a descriptor is “Indians, Treatment of,” which would be a tautology to cataloging materials on the Jewish Holocaust under “Jews, Treatments of.”

Similarly, LC refuses to replace “Armenian Massacres” with “Armenian Genocide,” although scholars and historians overwhelmingly endorse such a change, which better reflects what some million and a half Armenians in Turkey underwent between 1915 and 1923. Likewise, Indian nations were undeniably victims of “ethnic cleansing,” but that history is euphemistically masked, hidden, under subject headings like “Choctaw Indians - Relocation” and “Creek Indians - Relocation,” instead of the more accurate and honest “Choctaw Indians - Forced removal” and “Creek Indians - Forced Removal.” Also, resources on the World War II confinement of some 150,000 Japanese-Americans are listed in library catalogs under “Japanese-Americans - Evacuation and Relocation, 1942-1945,” grotesquely suggesting that what happened to them was essentially benign and charitable. A better heading would be “Japanese-Americans - Mass Internment, 1942-1945.”

Right now, despite the American Library Association’s having denounced the heading “Illegal Aliens” as pejorative and inaccurate, that hurtful, anachronistic, and embarrassing rubric remains alive in the library catalogs. ALA had suggested replacing it with “Undocumented Immigrants.” And both “Leprosy” and “Leprosy Patients” continue as active headings, although affected persons and the U.S. Public Health Service prefer the non-stigmatizing “Hansen’s Disease” and “Hansen’s Disease Patients.”

Finally, many bona fide themes and topics relating to disdained and oppressed peoples simply don’t appear in catalogs; again, because LC hasn’t sanctioned them. “Native American Holocaust” is one example. Here are more. “Mass Incarceration,” “White Privilege,” “Male Privilege,” “Anti-Arabism,” “Historical Trauma,” “Universal Basic Income,” “Affordable Housing,” “Wage Theft,” “Democratic Socialism,” “Gentrification,” and “Drag Queens.”

Local librarians can correct these omissions and distortions, but lamentably won’t do so until users demand it. It would also be helpful for people who value both libraries and justice to ask LC itself to do the right thing. The Library of Congress’ address to make such a demand is Policy and Standards Division, Library of Congress, Washington, D.C. 20540-4305.

The presence of “Illegal Aliens” is nearly all library catalogs. As well as the absence of a heading that represents more than 500 years of Indian subjugation and near-extinction, may not be as prominently obvious as public statues of Confederate generals, but they’re no less reprehensible and, alas, still alive. Sanford Berman, served as head cataloger at Hennepin County Library in Minnesota from 1975 to 1999, is a contributing editor to the Unabashed Librarian and editorial advisor for the Journal of Information Ethics. His latest book is “Not in My Library!” (McFarland, 2013).
To. Tom Oye Human Rights Award Review Committee,

I would like to nominate Shreya Konkimalla for this year’s Tom Oye Human Rights award. Shreya Konkimalla is a junior at Edina High School. Though born and brought up in the US, Shreya’s family is from India. Shreya’s journey with activism started on a trip to India when she was about 10 years old. When she went to a store with her family, she saw a young girl, sweeping the floor. Shreya was confused and asked her grandma why the young girl was working in the store instead of going to school.

That is when Shreya’s grandma told her about the oppression that lower castes in India faced. She learned that even though the caste system was abolished in the 1950s, the lingering effects impact lower castes today, leaving many in poverty and extreme exclusion. The young girl she saw at the store was stuck in this situation and worked to support her family instead of pursuing her right to education.

Shreya was deeply affected by what she learned and decided to write a book about the caste system in ancient India. Her book, Free Birds, was published in 2017 and is available on Amazon and other public libraries (https://www.amazon.com/Free-Birds-Shreya-Konkimalla/dp/1548308706). Free Birds was well received and she was invited to speak at rotary clubs and many different schools in the Twin Cities area. She was also covered in local newspapers and was interviewed on Minnesota Public Radio. (https://www.mprnews.org/story/2018/01/03/minnesota-teens-book-explores-injustice-india-caste-system)

She used this opportunity to spread her message about the importance of creating equity. In addition to spreading this message, she also encouraged other kids to share their own stories and spread their own messages. Shreya uses the proceeds she earns from her book to support the education of two kids in India by providing them with books, meals, uniforms and school fees. She hopes she will be able to support many more in years to come.

When Shreya was in 7th grade she wrote a poem called Dreaming about child labor. The poem won an award as the top 10 best poems across US and Canada and was also recognized by Michelle Obama. It was later published in two poetry anthologies. (Her poem and letter from Michelle Obama are attached as supplemental materials to this application)

More recently, Shreya has been volunteering for the 100 Million campaign that was started by Nobel peace prize laureate Kailash Satyarthi. After meeting Mr. Satyarthi in 2018, the Satyarthi team, impressed with Shreya’s activism and writing, invited her to be part of the campaign. The campaign aims to keep every child “free, safe, and educated,” ideas Shreya herself is very passionate about. Shreya became one of the founding members and strategists for the USA 100 Million campaign. This year she participated in the 100 Million campaign report launch at the UN General Assembly, where she was the representative for the North American region. (See Shreya’s speech at UNGA summit- Sept 2019: https://youtu.be/3k7xQLE6mC8)

While at the UNGA, she also presented at a roundtable about the Sustainable Development Goals relating to child labor and trafficking. Shreya’s current focus as part of the 100 Million campaign is addressing the issue of child labor in the tobacco industry due to the dangerous risks children face when working in the tobacco fields. She is
working to lobby for the passage of two bills that will help eliminate child labor in the tobacco industry.

Locally, Shreya is a student commissioner of the Arts and Culture Commission in Edina, where she focuses on incorporating art within Edina through a culturally diverse perspective.

At school, she started a club called KEYz, that stands for Keep Educating Youth. The club aims to help solve issues pertaining to youth in the local community through initiatives that raise awareness and other activities such as drives and fundraising events. Some issues they will be focusing on this year will be education equity, poverty, and mental health.

Despite being only sixteen, Shreya is extremely passionate about helping those who do not have a platform to share their ideas or problems. Throughout her activism and extracurricular activities, she wants to empower youth around the globe and advocate for a more equitable world.

I highly recommend Shreya for this year's Tom Oye award. If you have further questions feel free to write to me.

Thanks,
Sayali Amarapurkar, Ph.D

Links about Shreya:
5. Speech at UNGA summit (Sept 2019) : https://youtu.be/3k7xOLE6mC8

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## Top Ten Winners

List of Top Ten Winners for Summer 2016; listed alphabetically

<table>
<thead>
<tr>
<th>Name</th>
<th>Score</th>
<th>School</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jennifer Abraham</td>
<td>7</td>
<td>Stone Hill Middle School</td>
<td>VA</td>
</tr>
<tr>
<td>Eloise Driscoll</td>
<td>7</td>
<td>Park Jr High School</td>
<td>IL</td>
</tr>
<tr>
<td>Ann Marie Humble</td>
<td>8</td>
<td>Springville Jr High School</td>
<td>UT</td>
</tr>
<tr>
<td>Shreya Konkimalla</td>
<td>7</td>
<td>Valley View Middle School</td>
<td>MN</td>
</tr>
<tr>
<td>Kristoff Misquitta</td>
<td>7</td>
<td>Public School 334 Anderson</td>
<td>NY</td>
</tr>
<tr>
<td>Samantha Oliver</td>
<td>7</td>
<td>Sussex Academy of Arts and Sciences</td>
<td>DE</td>
</tr>
<tr>
<td>Andrine Pierresaint</td>
<td>8</td>
<td>Cambridge Street Upper School</td>
<td>MA</td>
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<tr>
<td>Kaylie Steinbacher</td>
<td>8</td>
<td>All Saints Catholic School</td>
<td>WA</td>
</tr>
<tr>
<td>Ruth Thomas</td>
<td>8</td>
<td>Canyon View Jr High School</td>
<td>UT</td>
</tr>
<tr>
<td>Grace Wei</td>
<td>9</td>
<td>Lower Merion High School</td>
<td>PA</td>
</tr>
</tbody>
</table>

All Top Ten Winners may also be seen at www.poeticpower.com
Dreaming
A ray of sunlight trickles through the clouds, a stale drop of water falls from a leaf.
The sound of singing is not allowed, and the slight breeze is my only relief.

My dirty bare feet sink into the mud, covered in sores and bruised all over.
Some around me have hands caked in dry blood, but no one dares to look in the eyes of the owner.

Rows and rows of hard-working children, make the rhythm of hacking go on.
Once had big dreams but now futures are barren, and now are slaves working every day, every dawn.

The rebels are shot down by old pistol anger, and warn the rest there’s no room for misbehaving.
We beg for food without a good answer, which follows with beating to make sure we are behaving.

But we all have hope that one day, this cruel way will be put to a stop.
Maybe the sky will be blue or maybe gray, and we will be free of tending the crop.

A ray of sunlight trickles through the clouds, a teardrop of water falls from a leaf.
The sound of singing is not allowed, but my dreams give me a sense of relief.
May 12, 2016

Shreya Konkimalla
Minneapolis, Minnesota

Dear Shreya:

Thank you for writing to me in the White House. It brings me such joy to hear the views and ideas of thoughtful young Americans, and I was especially happy to hear from you.

Young people have a special role to play in building our great Nation. That is why it is vital to focus on your education and actively engage in your community. There is nothing more important or more empowering than investing in your education. No matter what you do in life, an excellent education is critical to your development as an independent person.

You have an exciting life ahead of you and if you keep working hard, you can change the course of your own life, as well as the course of history. Thank you again for your letter. Keep up the good work!

Sincerely,

Michelle Obama
September 17, 2019

VIA Upload: https://www.edinamn.gov/1047/Tom-Oye-Award
The Edina Human Rights & Relations Commission
The City of Edina
4801 W 50th Street
Edina, MN 55424

Re: Tom Oye Human Rights Award
Nominee: Olivia M. Pierce

Dear Edina Human Rights & Relations Commission:

We are submitting this nomination for our daughter, Olivia Pierce, a senior at Edina High School. Olivia is a missionary and civil rights activist who has already made significant contributions to Edina, and the communities around her. We therefore believe she is a worthy candidate for the Tom Oye Human Rights Award.

LEADERSHIP

Harvard Medical School

With her high academics (4.0 GPA) and well-rounded skill set, Olivia was selected by the National Student Leadership Conference for a conference for high performing students and attended a medical / leadership camp at Harvard Medical School this past summer.

Morning Market

From the time she was young, Olivia demonstrated deep compassion and leadership. As a six-year old first grader at Ramalynn Montessori Academy in Bloomington, she became the youngest student to ever run the school’s morning market, which sold fruit, snacks and other food to parents and students in the morning. Running the morning market required her to stock and plan inventory, sell the food, reconcile, and turn in the proceeds.

Speaking Opportunities

Olivia has had experience speaking in front of others from a very young age. At Ramalynn Academy, from fifth to eighth grade, teachers pushed the students to write and deliver one speech to their peers every month. Olivia stood out even in this highly nurturing environment where teachers had such high expectations of the kids. Since graduating from Ramalynn, Olivia was invited many times to return and speak at parents’ nights and student events, where she provided insights to the parents, and guidance to the children.
| **Worship Leader** | Olivia’s commitment to making the world a better place is founded on the bedrock of strong Christian principles. It is no surprise therefore that she is very active in youth programs at her church. For three years in a row, she arrived at Friendship Church by 8:30 a.m. on Sundays to lead worship service for the fifth-graders. She finished at noon and returned around 3:30 to practice singing and playing the piano in preparation for leading the worship service for her age group. That group finished between 8:30 and 9:00 PM on Sunday, after which she rushed home to get enough sleep to start the week on Monday. All this while maintaining a 4.0 GPA at school. |
| **Link Crew Leader** | Olivia is compassionate and naturally empathetic. Even today she remembers what it was like to be a nervous freshman at a new school. As a Link Crew Leader, she met monthly with freshmen to provide guidance, orientation, and support. She also participated in a Cocoa and Cram event to tutor underclassmen for finals. |
| **Founded Campus Group** | Olivia is always on the hunt for opportunities to improve the environment in which she lives and learns. During her sophomore year she founded *Christians in Action (CIA)*, a student group devoted to identifying ways to bring light and love to the Edina student body and staff. The group’s name speaks to Olivia’s desire to do more than just talk about problems but take positive action. The establishment of a Christian student group at Edina High is an astonishing feat at a public school, which requires faculty sponsorship and oversight of all student groups. In addition to regular meetings, the group’s activities included putting up faculty-approved posters around the school to speak love and encouragement to the student body around exam times, regularly writing thank you notes to the lunch service staff and posting notes in the girls’ bathrooms to remind them that they are beautiful.  
Olivia’s leadership inspired others to take action, and she later found new post-it notes in the girls’ bathrooms posted by others to provide encouragement to their peers. |
| **Black Student Union** | In Olivia’s own words, “I am also very passionate about civil rights. I believe that I, as a young black woman, deserve to have my voice heard and respected, just like anyone else. I joined the Black Student Union at my school to peacefully win that respect for myself and for future students at Edina High School.” |
Olivia used this platform to address racially-charged issues. In March, after her mission trip, she shared her insights with approximately one hundred students at a conference for Haitian youth.

**Edina Community Peace Walk**

One year the City of Edina splashed into hot water, making headlines for a racially charged incident during which a white police officer harassed and handcuffed a black man for walking on an area of sidewalk [http://www.startribune.com/in-edina-claims-of-racism-subtle-yet-pervasive-prompt-action/470305583/](http://www.startribune.com/in-edina-claims-of-racism-subtle-yet-pervasive-prompt-action/470305583/). Many black and white residents were outraged, and the City Council launched a Race and Equity Initiative to reach out to residents, workers and visitors to get their take on race in Edina. In addition to Olivia’s father participating in this worthwhile initiative, he and Olivia participated in a “Peace Walk” with Edina’s mayor, Jim Hovland, to bring unity and reconciliation to the community.

**VOLUNTEERISM**

**Feed My Starving Children**

Around age eight, Olivia participated in the first of many initiatives to pack food primarily for Feed My Starving Children, which distributed food to countries in which children suffer food insecurity and malnourishment. Part of what she enjoyed most about these experiences was learning about the underserved communities where the food was delivered, and the impact that hours of standing at the food packing assembly lines would have on the health and happiness of children in different countries that she would likely never meet. Once she caught the volunteer bug, we periodically packed food with FMSC through our church, work initiatives, and independently at FMSC packing centers.

**Operation Christmas Child**

Olivia has always had a passion for children. One Christmas during a church service Olivia learned about operation Christmas Child, which delivers boxes of nonperishable toys and personal hygiene items to children around the world. At Olivia’s behest, we picked up several boxes after church one day and spent the better part of an afternoon rolling around the supermarket selecting items for our boys and girls. This activity has been ongoing as Olivia has grown up.
Salvation Army

Since she was in seventh grade, Olivia and two of her friends get together and ring the bell for the Salvation Army. The three of them stand outside in sometimes frigid subzero temperatures in December in neighborhoods around the Twin Cities, and sing Christmas carols to raise money for the Salvation Army.

Haiti Mission Trip

Olivia received leadership training at Moody’s Bible Institute one summer. This prepared her well for the mission trip she ultimately undertook to Haiti in March 2018. For 10 days she experienced the wonder of this country, the joy and friendliness of its people, and immersion in a different culture. In furtherance of her goal of being a pediatrician, she volunteered on the medical team in Haiti.

TEDx Edina

Upon her return from Haiti, Olivia was on fire with the amazing experiences she had, as well as her thoughtful observations about what her mission team did well, and what they could have done better to increase the impact of their work. It was based on these observations that we, her parents, encouraged her to share her ideas through TED.

TED is a global community whose nonprofit organizers believe passionately in the power of ideas to change attitudes, lives and, ultimately, the world. TED is “building a clearinghouse of free knowledge from the world's most inspired thinkers — and a community of curious souls to engage with ideas and each other, both online and at TED and TEDx events around the world, all year long.”
In Olivia’s TEDx talk, entitled “The Power of a Portrait: Why Christianity is Incorrectly Considered the White Man’s Religion”, she discussed the impact of unconscious bias in the mission field. The central concept she unpacked was the notion that “Christianity is incorrectly perceived as the white man’s religion because an unconscious bias leads to a disparity between verbal statements and the visual reality.” For Christian audience members, Olivia intended to provide a new perspective on their faith, and inspiration to be more inclusive and think about why a religion that is meant to appeal to all people has become so close-minded over the years, as well as how to reverse the exclusive mentality we see today. For non-Christian audience members, she wanted to impart the importance of representation, and how a lack of it can lead to damage in a community, regardless of whether it is intentional or not. She also wanted to share ideas on how to make other environments such as work or school more inclusive for people of color.

As you can imagine, this sensitive topic took great courage and required finesse and delicate execution to deliver without making the audience defensive or angry. The organizers of TED, who search for compelling “big ideas”, evidently found it compelling because Olivia’s application was selected as one of 24 speakers out of more than 100 and she gave a three-minute speech on the topic in April 2018. Twenty-one of the speakers were adults, and Olivia was one of only three high school students selected.

From there she was selected as one of 14 speakers to give a full talk at the TEDx Open Mic community event in Edina on October 13, 2018 https://www.ted.com/tedx/events/27893. We were very proud when she was featured in the September edition of Edina Magazine for her upcoming speech https://edinamag.com/tedx-event-brings-innovation-and-ideas-edina. TED posted video footage of the talks on YouTube and the Edina community website in a month https://www.youtube.com/watch?v=ex0v7IXlz5w.

Olivia’s speech has had a powerful effect on her community. As of this writing it has been viewed almost 7,000 times. It was played for attendees at an Edina
community racial equity workshop to raise awareness of unconscious bias. The Bloomington School District showed it to members of its administration. It has also had a significant impact within our family. Because of her observations I made my first mission trip to Kenya – taking my best friend and her mom - so that the Kenyan people could see themselves represented in the leadership of our church’s missionary delegation.

Musical Talent
Olivia is a well-rounded and very talented individual. She plays the piano, guitar, ukulele, she has received vocal training, and is a talented singer, composer, and actor. She has long sung in school choirs and performed solos in musicals such as Annie Jr. in a theater production in Chicago IL, Hamilton at the Children’s Theater, Honk, and choir solos. She qualified for the Edina High School Choir, High School Thespians, and the Minnesota State Honor Choir, and the Minnesota All-State Choir.

Career Aspirations
Olivia’s fourteen-year old sister was hospitalized for asthma many times when she was younger. She also suffers from Type 1 Diabetes. Rather than viewing this situation with helplessness, Olivia was moved to aim for a career as a pediatrician, which she has steadfastly held on to since she was around 11 years old. “I want to use medicine to help bring joy and healing to other children like her who are in need,” Olivia wrote in her TEDx application.

Conclusion
Olivia is deeply committed to making the world a better place and aspires to leave every place she inhabits in a better condition than when she found it. She is particularly passionate about eliminating bias and establishing equality in her community regardless race, color, creed, religion, sex, sexual orientation, gender expression, marital status, or disability. As a child who endured her parents’ divorce, remarriage, and adjustment to two blended families, Olivia understands what it means to overcome great pain and how it feels to thrive in the face of family upheaval, gender and racial discrimination.

Between the humanitarian principles we taught her which were reinforced throughout her most formative years at Ramalynn Academy, Olivia is passionate about fostering respect and dignity for others, modeling courage and compassion in the advancement of human rights and demonstrating leadership by example for improving human relations and advancing human rights. These qualities have blossomed in the activities she has undertaken both at Edina High School and in her community.
With this kind of character, it is no surprise that she has made a friend of Edina mayor, Jim Hovland, participating in other community initiatives since the Peace Walk. Miranda Petersen, one of her former Ramalynn teachers, drove more than 2 ½ hours from her home to watch Olivia’s TED talk. Her former principal from Ramalynn, who was in town from her home in Florida, also took time out of her brief trip to come and watch Olivia speak.

Olivia is driven by an internal fire of her own. We believe she came into this world with a mission and purpose which she seeks to fulfill daily. She is self-propelled and as her parents, we have at times suggested she work less and take more time to enjoy just being a kid. But she loves the activities she is involved in and she is spurred on by her passion. These are just the most prominent of many examples of how Olivia exemplifies love and compassion in action every day.

For these reasons we highly recommend that Olivia be selected for the Tom Oye Human Rights Award.

Regards,

Spiwe L. Jefferson
James M. Pierce
Lee,

I’m trying to locate the app for the 2019 Tom Oye Human Rights Award and thought the deadline was October 15.

I was out of town this week quilting for American Hero Quilts and we accomplished:

Approximately 20 women quilted for American Hero Quilts as we were happy to share the quilts with our currently seriously injured in Afghanistan. AHQ sends 100 quilts every month to Afghanistan.

So what did we accomplish? We haven’t finished counting so approximately:

12 quilt tops
7 quilts bound and labeled
30 quilts brought in that were ready for binding and labels
Much cutting and sorting of 12 large bags of new fabrics.
One quilt was made out of blocks found in the bags of scraps

that’s pretty much it.

Of that list I made 3 and 3/4 quilt tops.

I have also been taking a writing class to share and the current version (not ready for publication) story of the Under Ground Quilts of Memphis, Tennessee. Attached is the working document:

Also, I have been a cast member of PBS Series, Destination Craft, to share travels through crafts with people around the world who can’t travel. I’m in the Bali, Ireland, Iceland, Spain, Portugal and Ecuador episodes. These also lead to trips to Kenya, Africa and Vietnam. These were coupled with my work with Mennonite Central Committee and can be seen on Facebook pages: Marlys Wiens and Love Joy Piece as well as lovejoypiece.blogspot.com.

I look forward to hearing from you and would be appreciate if you would forward this to the appropriate person if not you.

Thank you,
Marlys Wiens
7310 York Avenue S #105
Edina, MN 55435

612-201-2422 (Cell)
952-835-6915 (Home).
What are the odds?

While on a Bus Trip with friends and sponsored by The Sewing Seeds Quilt Shop in New Ulm, Minnesota, we traveled to Paducah, Kentucky, (location of the National Quilt Museum and the location for the International Quilt Show the May of 2018). On the way the bus stopped at quilt shops including Yellow Creek Quilt Designs in Pearl City, Illinois where forty some women slowly filed out of the bus and into the shop where they purchased fabrics, patterns, kits, buttons and the like to make their quilts but nothing for me. Nothing grabbed my interest! Next thing I knew my name had been drawn for a door prize – Oh, NO! I needed to pick something from the store. I finally chose a bundle of red and white fabric with words on the fabric like: Love, Laugh, Live … What was I going to do with red and white strips of fabric?

At the same time, my South Minneapolis Quilt Guild had a challenge to make a nine block quilt with a piece of red fabric approximately ten 10" by 15" to be included in every block. What pattern should I use? The deadline for the quilt was December 14 at our Guild’s holiday gathering.

In October, Judson Memorial Church sponsored a Social Justice Trip to Memphis, Tennessee. I joined the approximate fifty people. The trip included a visit to the Slave Haven House, where slaves in hope of freedom had slid into the basement for the night on their journey “North”. A
booklet was available for purchase, which included information about the Underground Railroad Quilts used to guide and encourage the slaves.

As we stood in a small room in the basement of the house, the reality of the purpose of the house and quilts left a special place within me. I felt this story needed to be shared.

The next week I found myself in Port Orchard, Washington, with my cousins sewing/quilting for American Hero Quilts. Adele was a great host for my visit and when she heard about the project, she asked to help me decide which of the 19 blocks should be included in the nine block quilt from the book: Underground Railroad Quilt Codes.

The Booklet included the following Quilt Key:

The MONEY WRENCH turns the WAGON WHEEL north, up the road toward Canada. Follow the DRUNKARD'S PATH, watch and pray. Look for the FLYING GEESSE in the day and the NORTH STAR at night. Follow the BEAR'S trail to the CROSSROADS. SHOOFLY says dress up: put on cotton or satin BOW TIES, SUE BONNETS or bandannas. Soon, you will cross over Jordan. Look for the TUMBLING BLOCKS. Nearby you will see a cathedral with the DRESDEN PLATE window. Now go in, you can sing and shout. “Thank God, I be Free!” You can get married; exchange RINGS. No more Irish Chains around your feet. You can build a LOG CABIN; the women can dig and plant a NINE PATCH garden. When you get hot, you can FAN. The men can go fishing in a SAILBOAT. When somebody dies, weave a sweet grass BASKET, put flowers in it, and put it on the grave. You and your children can never by sold again. It will always be howdy and never good-bye.

"THANK GOD YOU BE FREE".

We quickly realized this was not going to be an easy project. Issues: dimensions of consistent quilt block size (some would be appliqued, 3 or 4 columns), which meaning of the block did we want to include? We decided on:

Underground Railroad Quilt Codes – Starting in the upper left corner of the quilt:

Reverse Shoo Fly My “Signature Block for Marlys Wiens &Logo for Love Joy Piece, a project for Mennonite Central Committee. The block is the same as the Shoo Fly with the fabrics reversed bringing the Shoo Fly story to the 2000’s. In 2001, three women, Marilyn Wiebe and Marlys Wiens (marketing professionals) and Becky Swora joined in a purpose of starting a MCC Relief Sale in the Twin Cities of Minnesota and bring awareness to “Relief” projects around the world. “Relief” at that time was an unknown concept. With my love and knowledge of quilting, I took on the section of items section to be auctioned.

The block was created when some African Batik sales samples of fabric lay on my piano bench, what quilt could ever be created using the fabrics? They lay on the piano bench and I would look at the fabric as I would walk by. One day, I noticed a card I had received in the mail, which included the
painting by Diane Phalen, an artist who painted Amish scenes which included quilts. I could make a quilt from the painting and in talking to my cousin Ione, I quickly received a lesson in "Copyright" items. After being reprimanded for even considering the pattern, Ione asked if she could assist and contact her friend Diane Phalen, as she had another item to discuss with her and it had been some time since they were in contact. Ione got back to me with a response both of us were not ready to handle and in all humility, it was what we were to use. When Diane had painted that picture, she was at the bottom of months of depression and Diane advised that we should use her painting, which would bring purpose to that event in her life and she could be a part of helping people globally.

I made a quilt with the African Batiks along with plain black fabric. Ione machine quilted the quilt and it went up for auction at the Twin Cities MCC Relief sale in 2002 bringing $800. We were speechless. Then our cousin's wife, Cindy, heard about the quilt and said "I could make that quilt for the Fresno, CA, MCC Relief Sale". Cindy and Ione's quilt auctioned for over $2,000. Since then, the Reverse Shoo Fly is our Logo and was also used in the UNICEF quilt and book, "To be remembered Erinnerungstucke" for a fundraiser as an International Memory Quilt Project written by Brigett Laumanns in Dortmund, Germany.

The following are from the book:

**Log Cabin**

Canada - build log cabin: When the slaves arrived in Canada, the government gave them land for every acre of land they cleared. They could use the timber. The Quilt Code referred to this clearing and suggested they use it to build a Log Cabin.

**Fan**

Freedom for female slaves: The Fan was familiar to most slaves who worked in the master's house. The mistresses used small, fancy fans that opened with a flick of a wrist. A larger fan was used in the dining room and bedroom. It extended from the ceiling on a pendulum and would move when pulled by a rope, usually by one of the younger slaves. This created a breeze that cooled the room and chased flies away. The slaves considered the Fan Code as a symbol of freedom for female slaves. "When you get hot, you can stop and fan." Slaves had become used to sweating while working in the field or cooking in the kitchen, using only their hands or a rag to wipe away the sweat.

**Dresden Plate**

Canada Safe Haven Church: The passage of Anti-Slavery legislation on July 9, 1793, made Canada a safe haven for escaping slaves seeking freedom. The slaves were told that when they arrived in Canada, they should look for a church with the Dresden Plate windows, similar to the Dresden Plate quilt pattern. They would be welcomed by a Free Black Society. They could get married and thank God for their freedom. The British Methodist Episcopal Church of Canada located in Niagara Falls,
Flying Geese
Two darkest triangles pointed in charge of direction: While slaves were working in the fields, they observed the geese flying north in the spring, therefore, thy knew if they followed the direction of the flying geese during the spring they would be heading north. In Quilt Code, the two darkest triangles in the Flying Geese pattern pointed in the direction escaping slaves were to take when they fled their planation. This is why the placement of the quilt when it was displayed was important.

Nine Patch
Number Nine is sacred: The number nine is sacred to Africans. Even today many African villages are laid out in nine sections. Some African men want to have nine boys. In the Quilt Code, the women were told to dig a Nine Patch garden after arriving in Canada. Dividing their garden into nine sections and planting different vegetables in each one would give their family a healthier diet. The colors of the Nine Patch also had a spiritual importance, blue represented water and sky where the spirit of their ancestors went after life. Red represented the blood that was shed while they fought their enemies.

Drunkards Path
Travel in a zigzag pattern: Drunkard’s Path was used to remind escaping slaves to travel in a zigzag pattern to stay off main roads and to wade through streams and rivers. Traveling this way made it more difficult for hunting dogs and slave catchers to follow the tracks of escapees. Similarly, singing and humming particular spiritual songs such as “Wade in the Water” also advised this.

CrossRoads
Forever leave families and loved ones: The Crossroads represent the critical times in our lives when making a decision affects us and our loved ones. In many regions of Africa, the symbol was often woven into fabric. In Quilt Code, it was the code name for Cleveland, Ohio. Once the escaping slaves crossed the Ohio River (known as “River Jordon”), they were often taken to a church in the Cleveland known as “Hope”. They had to make a decision to forever leave their families and loved ones in the south when they crossed Lake Erie into Canada. If they remained in the northern states, they risked the danger of being caught and returned.

Shoo Fly
Person providing clothing: Shoo Fly was the Quilt Code named for a person who provided escaping slaves with clothes that enabled them to dress like Free Blacks when they reached the Northern states. This was Northerners were less likely to identify them as escaped slaves. In Africa, the Shoo Fly is a symbol of the trailer, weaver, and maker or textiles or clothes.

The Underground Railroad Quilt is currently displayed at Judson Memorial Baptist Church at 41st and Harriet Avenue in Minneapolis, Minnesota.

@Copyright: Marlys Wiens 2019 and Photo
Date: October 22, 2019

To: Human Rights and Relations Commission

From: Heidi Lee, Race & Equity Coordinator

Subject: Human Rights & Relations Commission 2020 Work Plan Development

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 2020 Work Plan
## Initiative #1

**Review and Decide**

**Days of Remembrance Event**

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### Lead Commissioners

- **Lead:** Human Rights & Relations Commission
- **Partners:** Arts & Culture Commission

### Budget

- Funds available
- CTS (including video)

### Staff Support

- Staff Liaison

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### Staff Liaison Comments:

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### City Manager Comments:

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### Progress Report:

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## Initiative #2

**Review and Decide**

**2020 Tom Oye Award**

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### Lead Commissioners

- **Lead:** Human Rights & Relations Commission

### Budget

- Funds available
- CTS (including video)

### Staff Support

- Staff Liaison

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### Staff Liaison Comments:

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### City Manager Comments:

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### Progress Report:

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## Initiative #3

**Review and Decide**

**Sharing Values, Sharing Communities Event**

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### Lead Commissioners

- **Lead:** Human Rights & Relations Commission

### Budget

- Funds available
- CTS (including video)

### Staff Support

- Staff Liaison

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### Staff Liaison Comments:

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### City Manager Comments:

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### Progress Report:

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### Initiative #4
- **Review and Recommend**
- 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.

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<td><strong>Partners:</strong> Arts &amp; Culture Commission</td>
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**Staff Liaison Comments:**

**City Manager Comments:**

### Initiative #5
- **Review and Recommend**
- R&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.

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<td><strong>Partners:</strong> Parks &amp; Recreation Commission</td>
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**Staff Liaison Comments:**

**City Manager Comments:**

### Initiative #6
- **Review and Recommend**
- 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.)

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**Staff Liaison Comments:**

**City Manager Comments:**

**Progress Report:**
### Initiative #7

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**Lead Commissioners**

- Community Health Commission
- Parks & Recreation Commission
- Transportation Commission

**Budget**

- Funds available

**Staff Support**

- CTS (including video)
- Staff Liaison

**Staff Liaison Comments:**

**City Manager Comments:**

**Progress Report:**

- Review and Recommend
  - 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 & Designation

### Initiative #8

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<th>Initiative Type</th>
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**Lead Commissioners**

- Human Rights & Relations Commission

**Budget**

- Funds available

**Staff Support**

- CTS (including video)
- Staff Liaison

**Staff Liaison Comments:**

**City Manager Comments:**

**Progress Report:**

- Review and Decide
  - Celebrate 50th anniversary of HRRC in Edina

### Parking Lot
ACTION REQUESTED:
Approve the greenprint to establish a working group for the 2020 Days of Remembrance event.

INTRODUCTION:
As the Commission begins looking ahead to their 2020 Work Plan, members who will help plan the Days of Remembrance event for 2020 would like to establish the working group for the event.
Date: October 22, 2019

To: Human Rights and Relations Commission

From: Heidi Lee, Race & Equity Coordinator

Subject: November and December 2019 HRRC meeting dates

ACTION REQUESTED:
None.

INTRODUCTION:
The Commission should discuss the dates of the remaining 2019 Human Rights & Relations Commission meetings. Currently, the HRRC meetings are scheduled for Nov. 26 and Dec. 3. See attached City of Edina Council and Advisory Commissions calendar.

The Commission should also start looking at dates for the 2020 HRRC meetings, and discuss what meetings may need to be moved for holidays or City events.

ATTACHMENTS:

2019 City of Edina Council and Advisory Commissions Meeting Calendar
### 2019 CITY OF EDINA COUNCIL AND ADVISORY COMMISSIONS MEETINGS, HOLIDAYS, DAYS OF RELIGIOUS OBSERVANCE AND ELECTION DATES

- **Holidays**
- **City Council**
- **Nite to Unite**
- **Pln Comm**
- **Trns Comm**
- **Pk & Rec Comm**
- **Indicates a religious holiday’s observance**
- **Election Day**
- **HRA**
- **HRA Cancel**
- **HP Comm**
- **Health Comm**
- **Human R/R Comm**
- **E & E Comm**
- **Arts & Culture Comm**

#### JANUARY

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Adopted City Council Nov. 7, 2018
Revised City Council Nov. 20, 2018
Revised HRA Nov. 29, 2018
Revised 3/5/19