I. Call To Order

II. Roll Call

III. Approval Of Meeting Agenda

IV. Approval Of Meeting Minutes
   A. Minutes: December 18, 2018

V. 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.

VI. Reports/Recommendations
   A. 2019 Human Rights & Relations Commission Work Plan
   B. June Meeting Date Changed
   C. Advisory Communication: City Council Community Comment Request

VII. Chair And Member Comments

VIII. Staff Comments

IX. 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 December 18, 2018 meeting minutes.

INTRODUCTION:
See attached.

ATTACHMENTS:

December 18, 2018 Meeting Minutes
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 Arseneault, Beringer, Edelson, Edwards, Epstein, Kennedy, and Student Commissioners Moss Keys, Waldron
Staff Present: MJ Lamon, Community Engagement Coordinator
Arrived Late: Commissioners Meek, Stringer-Moore

III. Approval of Meeting Agenda
Commissioner Kennedy requested to amend the agenda and add an item VI. C. City Council Community Comment.

Motion by Commissioner Arseneault to approve the December 18, 2018 meeting agenda as amended, seconded by Commissioner Kennedy. Motion carried.

IV. Approval of Meeting Minutes
Motion by Kennedy to approve the November 27, 2018, meeting minutes, Seconded by Commissioner Edelson. Motion carried.

V. Community Comment – None.

VI. Reports and Recommendations
A. 2019 Commission Work Plan
   • Commission reviewed their approved 2019 work plan.

Stringer-Moore arrive at 7:09 p.m.

B. 2019 Days of Remembrance
   • Seven applications were received by community members to serve on the 2019 Days of Remembrance working group. DOR Committee recommends that we approve all volunteers.

   Motion by Arseneault to appoint all of the applicants as follows: Melody Chestler, Jodie Dvorkin, Judith Felker, Esther Haskvitz, Caroline Hoffman, Hannah Klein, and Jan Seidman. Motion seconded by Kennedy. Motion carried.
C. City Council Community Comment
   • Commission discussed process around City Council meetings requesting addresses for individuals who comment.
   • Liaison Lamon was asked to inquire on policy around this process.

Meek arrived at 7:27 p.m.

VI. Chair and Member Comments
   • Commissioner Edelson announced her resignation on the HRRC effective immediately.
   • Commissioner Beringer reported back to the group on the affordable housing forum she and Chair Nelson attended.
   • Commissioner Meek updated commissioners on the offensive graffiti issue in Arden Park; because the graffiti was in red paint, the first attempt to cover it was not completely successful.
   • Chair Nelson extended his thanks to Commissioner Edelson for her good service on the Commission, his thanks to Commissioner Kennedy for a job well done in presenting the Tom Oye Award; his congratulations to Liaison Lamon for her promotion to Community Engagement Coordinator; and he reminded the Commission of our chair election in February.

VII. Staff Comments
   • Liaison Lamon notified the commission that the Racial Equity Coordinator position has been posted and will close the end of December.
   • The Racial Equity Coordinator will eventually become the Human Rights and Relations Commission staff liaison.

VIII. Adjournment
Motion by Arseneault to adjourn the meeting. Seconded by Edelson. Motion carried.

Meeting adjourned at 7:50 p.m.
**Date:** February 5, 2019

**To:** Human Rights and Relations Commission

**From:** MJ Lamon, Community Engagement Coordinator

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

---

**ACTION REQUESTED:**

None.

**INTRODUCTION:**

2019 Work Plans were approved by Council in December 2018. Commission will discuss leads for initiatives.

**ATTACHMENTS:**

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

<table>
<thead>
<tr>
<th>Initiative #</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>
</tr>
</thead>
<tbody>
<tr>
<td>#1</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</td>
<td>☐ Staff Liaison: Hrs_1__</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

**Lead Commissioners:** Nelson/Arseneault

---

<table>
<thead>
<tr>
<th>Initiative #</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>
</tr>
</thead>
<tbody>
<tr>
<td>#2</td>
<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_1__</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**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]

---

<table>
<thead>
<tr>
<th>Initiative #</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>
</tr>
</thead>
<tbody>
<tr>
<td>#3</td>
<td>☐ 1 (Study &amp; Report) ☒ 2 (Review &amp; Comment) ☒ 3 (Review &amp; Recommend) ☐ 4 (Review &amp; Decide)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

**HUMAN RIGHTS AND RELATIONS COMMISSION**

**Date:**

**Progress Report:**
### Initiative #4

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

**Initiative Type:**
- [x] New Initiative
- [ ] Continued Initiative
- [ ] Ongoing Responsibility

**Target Completion Date:**
- December

**Budget Required (Staff Liaison):**
- [ ] Funds available
  - Funds are available for this project.
- [x] Funds not available
  - There are not funds available for this project (explain impact of Council approving initiative in liaison comments).

**Staff Support Required (Staff Liaison):**
- [ ] Staff Liaison: Hrs_3
- [ ] CTS (including Video)
- [ ] Other Staff: Hrs____

### Initiative #5

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

**Initiative Type:**
- [x] New Initiative
- [ ] Continued Initiative
- [ ] Ongoing Responsibility

**Target Completion Date:**
- Q2 2019

**Budget Required (Staff Liaison):**
- [ ] Funds available
  - Funds are available for this project.
- [ ] Funds not available
  - There are not funds available for this project (explain impact of Council approving initiative in liaison comments).

**Staff Support Required (Staff Liaison):**
- [ ] Staff Liaison: Hrs_1
- [ ] CTS (including Video)
- [ ] Other Staff: Hrs____

---

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

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

**Progress Report:**
**R&E 21.C. Review and comment on the Race and Equity policy statement developed by City staff.**

Lead Commissioners: Epstein/Edwards/Arseneault

<table>
<thead>
<tr>
<th>Initiative # 6</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>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>☑ 1 (Study &amp; Report)  ☐ 2 (Review &amp; Comment)  ☐ 3 (Review &amp; Recommend)  ☐ 4 (Review &amp; Decide)</td>
<td></td>
<td>☑ Funds available *<em><strong>Funds are available for this project.</strong></em></td>
<td>☐ Staff Liaison: Hrs_8__</td>
</tr>
<tr>
<td>Initiative Type:</td>
<td>☑ New Initiative  ☐ Continued Initiative  ☐ Ongoing Responsibility</td>
<td></td>
<td>☑ Funds not available *<em><strong>There are not funds available for this project (explain impact of Council approving initiative in liaison comments).</strong></em></td>
<td>☐ CTS (including Video)</td>
</tr>
<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>
<td>August</td>
<td></td>
<td>☐ Other Staff: Hrs_____</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Initiative # 7</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>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>☐ 1 (Study &amp; Report)  ☐ 2 (Review &amp; Comment)  ☐ 3 (Review &amp; Recommend)  ☑ 4 (Review &amp; Decide)</td>
<td></td>
<td>☑ Funds available *<em><strong>Funds are available for this project.</strong></em></td>
<td>☐ Staff Liaison: Hrs_12__</td>
</tr>
<tr>
<td>Initiative Type:</td>
<td>☐ New Initiative  ☐ Continued Initiative  ☑ Ongoing Responsibility</td>
<td></td>
<td>☑ Funds not available *<em><strong>CTS (including Video)</strong></em></td>
<td>☐ Other Staff: Hrs_____</td>
</tr>
<tr>
<td>Days of Remembrance Event</td>
<td>April</td>
<td></td>
<td>☐ Other Staff: Hrs_____</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Initiative # 8</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>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>☑ 1 (Study &amp; Report)  ☐ 2 (Review &amp; Comment)  ☑ 3 (Review &amp; Recommend)  ☐ 4 (Review &amp; Decide)</td>
<td></td>
<td>☑ Funds available *<em><strong>Funds are available for this project.</strong></em></td>
<td>☐ Staff Liaison: Hrs_____</td>
</tr>
<tr>
<td>Initiative Type:</td>
<td>☑ New Initiative  ☐ Continued Initiative  ☐ Ongoing Responsibility</td>
<td></td>
<td>☐ Other Staff: Hrs_____</td>
<td></td>
</tr>
</tbody>
</table>
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/Edelson/Edwards

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

---

### Initiative # 9

<table>
<thead>
<tr>
<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>
</tr>
</thead>
<tbody>
<tr>
<td>☐ 1 (Study &amp; Report) ☐ 2 (Review &amp; Comment) ☐ 3 (Review &amp; Recommend) ☒ 4 (Review &amp; Decide)</td>
<td>December</td>
<td>☒ Funds available Funds are available for this project.</td>
<td>☐ Staff Liaison: Hrs_8_ CTS (including Video)</td>
</tr>
</tbody>
</table>

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

**2019 Tom Oye Award**

**Lead Commissioners:** Arseneault/Edelson/Kennedy

---

### Initiative # 10

<table>
<thead>
<tr>
<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>
</tr>
</thead>
<tbody>
<tr>
<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)</td>
</tr>
</tbody>
</table>

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

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

**Lead Commissioners:** Edelson/Meek/Stringer-Moore/Beringer

---

### 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>
<th>Staff Support Required (Staff Liaison)</th>
</tr>
</thead>
<tbody>
<tr>
<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.</td>
<td>☒ Staff Liaison: Hrs 20</td>
</tr>
</tbody>
</table>

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

---

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

<table>
<thead>
<tr>
<th>Lead Commissioners:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partners: Arts &amp; Culture Commission [LEAD] and Human Rights and Relations Commission</td>
</tr>
</tbody>
</table>

- Funds not available
- CTS (including Video)
- Other Staff:

**Progress Report:**

**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:
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 Speakers at Council Meetings
**Advisory Communication**

**Date:** January 2, 2019

**To:** Edina City Council

**From:** Edina Human Rights and Relation Commission

**Subject:** Personal identification at public meetings

**Action Requested:** Eliminate asking speakers at City Council meetings, public hearings, etc. to provide their residential addresses.

**Situation:** Current practice asks for persons who wish to speak during comment periods at City Council meetings, hearings or other meetings to provide their names and addresses. There is no legal requirement that cities must ask for addresses. It is also not necessary for someone to be a resident of Edina to be allowed to speak at a City Council meeting or other public hearing; these sessions are open to the public and we hope that anyone who lives, works, studies or visits in Edina is welcome to speak.

**Background:** The current practice appears to have evolved, according to information from the League of Minnesota Cities attorney, “to ensure orderly management of meetings.” Furthermore, the information is presumed to be useful in the event that a resident wishes to comment on an issue of significance to a specific neighborhood, e.g. regarding zoning, development, etc., but it is not required.

**Assessment:** There are situations in which providing one’s address in a public setting could be dangerous, unnecessary, prejudicial or otherwise inappropriate. Some examples include the following:

- Minnesota issues nearly 11,000 Orders for Protection annually. It is possible that a speaker at a meeting may not wish his or her address to be known for reasons of personal and family safety, or, in fact, may not come forward with a comment to preserve confidentiality of residence.
- There are people living in Minnesota who do not have appropriate immigration documentation; they will be at risk if they must give an address and will likely not raise an issue at a public meeting.
- A person disclosing his or her address may become targeted for political, financial or personal requests and favors that were not sought out. Particularly in an aging community like Edina with the increasing incidence of elder scams, the unnecessary requirement to divulge personal information in a public venue should be scrupulously avoided.

**Recommendation:** There is no significant benefit to be obtained by requiring people to give their addresses and this should be eliminated. The choice to make it optional is also not advised; those “opting out” will likely face some unnecessary public disapproval or scrutiny.