I. Call To Order
II. Roll Call
III. Approval Of Meeting Agenda
IV. Approval Of Meeting Minutes
   A. Minutes: HRRC, Jan. 28, 2020
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. Human Rights & Relations Commission 2020 Work Plan
   B. 2020 Chair and Vice Chair
VII. Chair And Member Comments
   A. Thank You to Departing HRRC Members
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 Jan. 28, 2020 meeting minutes.

INTRODUCTION:
See attached.

ATTACHMENTS:

Meeting Minutes Jan. 28, 2020
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, Edwards, Epstein, Kennedy, Ross and Meek and Student Commissioner Iyer
Staff Present: Heidi Lee, Race & Equity Coordinator, and Casey Casella, City Management Fellow
Late: Commissioner Stringer Moore
Absent: Student Commissioner Waldron

III. Approval of Meeting Agenda
Motion by Commissioner Arseneault to approve the Jan. 28, 2020 meeting agenda, seconded by Commissioner Kennedy. Motion carried.

IV. Approval of Meeting Minutes
Motion by Commissioner Ross to approve the Dec. 3, 2019 meeting minutes, seconded by Commissioner Kennedy. Motion carried.

V. Special Recognitions and Presentations—None

VI. Community Comment—None

VII. Reports/Recommendations
A. 2019 Human Rights & Relations Commission Work Plan Review
Liaison Lee reviewed items from the 2019 work plan and their status for future work plans:
  o Completed work plan items
    ▪ Nos. 1, 2 and 11
  o Policies carrying over to 2020
    ▪ Nos. 3, 4 and 6
  o Not carrying over
    ▪ Nos. 5 and 8
  o Events carrying over to 2020
    ▪ Nos. 7, 9 and 10
Initiatives Discussed:
  o Initiative No. 6—Bias Offense Response Plan
Commissioner Kennedy sent the Bias Offence Response Plan to Commissioners in December.

Motion by Commissioner Kennedy to amend the Jan. 28, 2020 agenda for the Commission to discuss the Working Group advisory communication, seconded by Commissioner Beringer. Motion carried.

- Initiative No. 5 – City Race Equity Policy
  - Race & Equity policy has not been carried into the 2020 plan because other staff and City Council items need to happen first.

B. 2020 Human Rights & Relations Commission Work Plan
Commission reviewed each work plan initiative and added lead commissioners.

Initiatives discussed:
- Initiative No. 8 – Housing Task Force Review
  - The Task Force is in research phrase
  - Plan to create a policy by end of 2020
  - For initiative No. 8, the HRRC would review and comment on the policy
- Initiative No. 9 – Parks & Recreation Commission’s CIP allocation
  - Different from No. 5 because No. 9 is allocation criteria of capital improvement projects
- New Commission appointments
  - New members start in March
  - Applications close Friday, Jan. 31, 2020

C. Feb. 25, 2020 HRRC Meeting
The Commission’s February meeting is scheduled for the evening of the 2020 Minnesota Precinct Caucus. The City cannot hold a public meeting after 6 p.m. that evening. Liaison Lee recommended Feb. 18 or 24 for the meeting. Feb. 24 was the preferred date.

Motion by Commissioner Kennedy to approve moving the February HRRC meeting to Feb. 24, 2020, seconded by Commissioner Ross. Motion carried.

D. Initiative No. 5 Working Group Advisory Communication
Commissioner Kennedy introduced the advisory communication. Discussion topics were:
- Response to hate in the community
- Situation No. 5 in the resolution—whether it was racist
  - Liaison Lee will follow up and modify if necessary

Motion by Commissioner Kennedy to accept the advisory communication, pending situation No. 5 changes, seconded by Commissioner Stringer Moore. Motion carried.

Commissioner Stringer Moore arrived at 7:37 p.m.
VIII. Member Comments

- Chair Nelson
  o Event: Feb 13, 2020 at Edina Senior Center – Liaison Lee speaking
  o Event: Feb 13, 2020 at City Council Chambers – Stephanie Hawkinson, Affordable Housing Development Manager, speaking
- Commissioner Meek
  o Podcast about anti-Semitism inspired the commissioner to keep the issue top of mind
- Commissioner Kennedy
  o Event: May 12, 2020 at Edina Country Club with speaker

IX. Staff Comments

A. Joint Work Session with City Council
   a. Scheduled for April 21, 2020 at 6:15 p.m.

B. Human Rights & Relations Commission Term Limits
   a. Applications are open until Jan. 31, 2020
   b. Two members will cycle off the HRRC: Commissioners Arseneault and Kennedy

X. Adjournment

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

Meeting adjourned at 7:49 p.m.
ACTION REQUESTED:  
None.

INTRODUCTION:  
2020 Work Plans were approved by Council in December 2019. The attached Work Plan has been updated with progress reports in each area.

ATTACHMENTS:  
HRRC 2020 Work Plan updated
### Initiative #1

<table>
<thead>
<tr>
<th>Initiative Type</th>
<th>Completion Date</th>
<th>Council Charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ongoing</td>
<td>April 2020</td>
<td>4 (review and decide)</td>
</tr>
</tbody>
</table>

**Lead Commissioners**: Arseneault (LEAD), Ross, Epstein, Meek, Edwards and Iyer

**Budget**: Funds available

**Staff Support**: CTS

**Staff Liaison**: Staff Liaison

**Progress Report**: 2.28.2020: Working group members were selected & approved in December 2019.

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### Initiative #2

<table>
<thead>
<tr>
<th>Initiative Type</th>
<th>Completion Date</th>
<th>Council Charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ongoing</td>
<td>December 2020</td>
<td>4 (review and decide)</td>
</tr>
</tbody>
</table>

**Lead Commissioners**: Beringer (LEAD), Edwards and Epstein

**Budget**: Funds available

**Staff Support**: CTS

**Staff Liaison**: Staff Liaison

**Progress Report**: 2020 Tom Oye Award: Coordinate and select one recipient for the 2020 Tom Oye Award to be given in December.
<table>
<thead>
<tr>
<th>Initiative #3</th>
<th>Initiative Type</th>
<th>Completion Date</th>
<th>Council Charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Review and Decide</td>
<td>Ongoing</td>
<td>October 2020</td>
<td>4 (review and decide)</td>
</tr>
<tr>
<td>Co-chair a cross-commission (HRRC &amp; EEC) committee to coordinate the &quot;Sharing Values, Sharing Communities&quot; event on the adaptation and/or resilience on climate change. Committee will be comprised of no more than 2-3 members from each commission and one member from each commission will serve as a co-chair.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lead Commissioners</td>
<td>Budget</td>
<td>Staff Support</td>
<td></td>
</tr>
<tr>
<td>Stringer Moore (LEAD), Nelson and Meek</td>
<td>Funds available</td>
<td>CTS</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Staff Liaison</td>
<td></td>
</tr>
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<table>
<thead>
<tr>
<th>Initiative #4</th>
<th>Initiative Type</th>
<th>Completion Date</th>
<th>Council Charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Review and Recommend</td>
<td>Continue</td>
<td>December 2020</td>
<td>3 (review and recommend)</td>
</tr>
<tr>
<td>Create an assessment rubric / recommendation process for City facility artwork and décor to ensure it reflects diversity of race and culture (R&amp;E 18.E.). HRRC will be the lead commission and the Arts &amp; Culture and Heritage Preservation commissions will appoint up to 2 members for feedback on the final recommendation before it goes to Council.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lead Commissioners</td>
<td>Budget</td>
<td>Staff Support</td>
<td></td>
</tr>
<tr>
<td>Meek (LEAD), Stringer Moore, Nelson</td>
<td>Funds not available</td>
<td>Staff Liaison</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
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</tr>
<tr>
<td>Progress Report: <strong>1.28.2020</strong>: Commissioner Meek will send email to schedule meeting with cross-commission members.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Initiative #5</td>
<td>Initiative Type</td>
<td>Completion Date</td>
<td>Council Charge</td>
</tr>
<tr>
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</tr>
<tr>
<td>Review and Recommend</td>
<td>Continue</td>
<td>December 2020</td>
<td>3 (review and recommend)</td>
</tr>
<tr>
<td>Co-chair a cross-commission committee (HRRC &amp; PARC) in partnership with communities of color to identify barriers for participation in programming by creating a plan to reach communities of color through different modes, structure of feedback, and how data will be used. (R&amp;E 20.B.) Committee will be comprised of no more than 2-3 members from each commission and one member from each commission will serve as co-chair.</td>
<td>Lead Commissioners</td>
<td>Funds not available</td>
<td>Staff Liaison</td>
</tr>
<tr>
<td>Edwards (LEAD), Stringer Moore</td>
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</table>

**Progress Report:** **2.19.2020:** Emailed PARC Staff Liaison to get PARC Commissioner emails.

<table>
<thead>
<tr>
<th>Initiative #6</th>
<th>Initiative Type</th>
<th>Completion Date</th>
<th>Council Charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Review and Recommend</td>
<td>Continue</td>
<td>December 2020</td>
<td>3 (review and recommend)</td>
</tr>
<tr>
<td>Bias Offense Plan review, create definitions to differentiate between bias incidents and bias offenses within the state statute’s definition, tracking and notification process for bias incidents.</td>
<td>Lead Commissioners</td>
<td>Funds not available</td>
<td>Staff Liaison</td>
</tr>
<tr>
<td>Epstein (LEAD), Nelson, Kennedy and Rubin</td>
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</tbody>
</table>

**Progress Report:**
<table>
<thead>
<tr>
<th>Initiative #7</th>
<th>Initiative Type</th>
<th>Completion Date</th>
<th>Council Charge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Review and Recommend</td>
<td>New</td>
<td>December 2020</td>
<td>3 (review and recommend)</td>
</tr>
<tr>
<td>Celebrate 50th anniversary of HRRC in Edina by submitting a proclamation for City Council approval.</td>
<td>Lead Commissioners</td>
<td>CTS</td>
<td></td>
</tr>
<tr>
<td>Nelson (LEAD), Kennedy</td>
<td>NA</td>
<td>Staff Support</td>
<td></td>
</tr>
</tbody>
</table>

Progress Report:

Initiative #8                                                                 | Initiative Type | Completion Date | Council Charge          |
<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Review and Comment</td>
<td>New</td>
<td>December 2020</td>
<td>2 (review and comment)</td>
</tr>
<tr>
<td>Review and comment on Housing Task Force comprehensive housing policy using a race &amp; equity lens.</td>
<td>Lead Commissioners</td>
<td>Beringer (LEAD), Nelson</td>
<td>NA</td>
</tr>
</tbody>
</table>

Progress Report:
<table>
<thead>
<tr>
<th>Initiative #9</th>
<th>Initiative Type</th>
<th>Completion Date</th>
<th>Council Charge</th>
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</thead>
<tbody>
<tr>
<td>Review and Comment</td>
<td>New</td>
<td>December 2020</td>
<td>2 (review and comment)</td>
</tr>
</tbody>
</table>

**Lead Commissioners**

- Edwards (LEAD), Meek

**Budget**

**Staff Support**

**Progress Report:**

- Appoint up to 2 members to provide feedback on PARC’s initiative (##4) to develop criteria that incorporates sustainability and equity for prioritizing capital improvements for park infrastructure needs, including playground equipment, warming houses and core amenities for expansion and replacement before final criteria goes to Council.
To: Human Rights and Relations Commission

From: Jennifer Garske, Executive Assistant

Subject: 2020 Chair and Vice Chair

ACTION REQUESTED:
Select Chair and Vice Chair of Human Rights & Relations Commission for 2020.

INTRODUCTION:
A Chair and Vice Chair for 2020 needs to be selected by the HRRC.
Date: February 24, 2020

To: Human Rights and Relations Commission

From: Jim Nelson, Chair

Subject: Thank You to Departing HRRC Members

ACTION REQUESTED:
None.

INTRODUCTION:
Tonight is the last meeting for Commissioners Pat Arseneault and Ellen Kennedy as they cycle off the HRRC.