

**Agenda**  
**Human Rights and Relations Commission**  
**City Of Edina, Minnesota**  
**Virtual Meeting**

**This meeting will be held electronically using Webex software. The meeting will be streamed live on the City's YouTube channel, [YouTube.com/EdinaTV](https://www.youtube.com/EdinaTV) or you can listen to the meeting via telephone by calling 1-415-655-0001, access code 133 323 6155**

**Tuesday, March 23, 2021**

**7:00 PM**

- I. Call To Order
- II. Roll Call
- III. Approval Of Meeting Agenda
- IV. Approval Of Meeting Minutes
  - A. HRRC Minutes February 23, 2021
- V. Special Recognitions And Presentations
  - A. Introduction of New HRRC Commissioners
- VI. Reports/Recommendations
  - A. 2020 Human Rights & Relations Commission Work Plan
  - B. 2021 Human Rights & Relations Commission Work Plan
  - C. Speaker Presentation
- 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.



## CITY OF EDINA

4801 West 50th Street

Edina, MN 55424

[www.edinamn.gov](http://www.edinamn.gov)

**Date:** March 23, 2021

**Agenda Item #:** IV.A.

**To:** Human Rights and Relations Commission

**Item Type:**

Minutes

**From:** Risi Karim, City Management Fellow

**Item Activity:**

**Subject:** HRRC Minutes February 23, 2021

Action

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### **ACTION REQUESTED:**

Approve the February 23, 2020 HRRC meeting minutes

### **INTRODUCTION:**

Please see attached minutes

### **ATTACHMENTS:**

2.23.21 HRRC Minutes



Minutes  
City of Edina, Minnesota  
Human Rights & Relations Commission

Virtual Meeting, WebEx,  
Feb 23, 2021, 7 p.m.

## I. Call To Order

Chair Beringer shared information for virtual meeting guidelines for Commissioners and those watching or listening in to the meeting.

Chair Beringer called the meeting to order at 7:01 p.m.

## II. Roll Call

Answering Roll Call: Chair Beringer, Commissioners Edwards, Epstein, Felton, Ross, Stringer Moore and Student Commissioner Mirza

Staff Present: Heidi Lee, Race & Equity Coordinator and Risi Karim, City Management Fellow

Absent: Student Commissioner Lichtenberger and Borene

Late: Commissioner Ismail

## III. Approval of Meeting Agenda

**Motion by Commissioner Ross to approve the February 23, 2021 meeting agenda, seconded by Commissioner Nelson. Roll call vote. Motion carried.**

## IV. Approval of Meeting Minutes

Commissioners indicated the following changes to the draft minutes:

- None

**Motion by Commissioner Felton to approve the January 26, 2020 meeting minutes, seconded by Commissioner Epstein. Roll call vote. Motion carried.**

## V. Reports/Recommendations

### A. Human Rights & Relations Commission 2020 Work Plan

- The Commission discussed the Work Plan with the following updates:
  - **#6 Bias Offense Review**
    - The subcommittee has completed the task of creating definitions to differentiate the differences between bias offenses and bias incidents. The Bias Offense plan has been sent to all commissioners.
    - Commissioner Edwards brings attention to a typo in the Bias Offense Plan. The first bullet under the section purpose will be corrected to read:  
*To establish a procedure for appropriate and timely local responses to bias offenses thus*

showing strong community support for people targeted and showing zero community tolerance within the boundaries of the City of Edina.

- Commissioner Ross brings attention to the statement under the partnership section of the Bias Offense Plan. Commissioner Ross suggests a change be made to the paragraph to embody a more inclusive stance; the statement will be corrected to read:  
*The HRRC will partner with individuals and organizations in the community to provide timely and meaningful support to those who have experienced a bias offense.*
- Members of the subcommittee have agreed that the following changes be made to the below statements from the Bias Offense plan:

3. *If a complaint is made to the City other than through the Police Department, the complaint shall first be forwarded to the City Manager and Police Chief, who shall forward it to the Police Department to be investigated.*

6. *The City Manager, Chief of Police, Race & Equity Coordinator, HRRC Chair and yearly designated subcommittee will meet to determine the appropriate level of community response. Community response options include contacting appropriate members of the Community Resources Network to inform them of a bias offense, requesting their support and development of a response plan, meeting with the victim or representatives of targeted groups to determine appropriate restorative measures by the City, and such other responses deemed appropriate under the circumstances.*

7. *The Race & Equity Coordinator will record and track when and where the bias offenses occurred and will provide an annual report to the Commission. ~~The City will also inform the Minnesota Attorney General, the FBI and the Minnesota Department of Human Rights of the bias incident.~~*

\*Staff Liaison Lee will be doing follow up research on the last line of statement 7 to ensure proper procedures and guidelines are being followed.

**Motion by Commissioner Epstein to Approve the changes made to the Bias Review Plan, motion seconded by Commissioner Nelson. Motion carried.**

- **#4 Artwork and Décor Assessment Rubric for City Owned Facilities**
  - Staff Liaison Lee shared with the Commission that due to City Hall construction there will be a delay on sending out the video. Construction at City Hall is scheduled to be completed by mid-March and upon its completion Staff Liaison Lee will then share the video with the public

## **B. 2021 Human Rights & Relations Commission Work Plan**

- The Commission discussed the Work Plan with the following updates:
  - **#1 Days of Remembrance**
    - Commissioner Stringer Moore shared with the Commission that she has received a response from Minnie Gabler and he has communicate that he is still available to speak at the event.
    - Staff Liaison Lee has shared with the subcommittee a timeline hat can be used to plan the event within the city's scheduling timeline.
    - The subcommittee will be meeting soon to begin working on the logistics for the event.
  - **#6 Review and comment on staff proposed plan to identify barriers for participation and reach communities of color through different modes and feedback.**
    - Staff Liaison Lee shares with the Commission that city staff have begun reaching out to neighboring cities such as Brooklyn Park who have conducted a community wide survey to gain feedback about their process.

**C. Chair & Vice Chair Nomination and Selection**

- **Motion by Commissioner Nelson to nominate and select Commissioner Epstein as Chair of the HRRC, seconded by Commissioner Edwards. Motion carried.**
- **Motion by Commissioner Nelson to nominate and select Commissioner Stringer Moore as Vice Chair of the HRRC, seconded by Commissioner Ross. Motion carried.**

**D. Edina Community Council**

- Commissioner Felton has volunteered to serve on the Edina Community Council on behalf of the HRRC.

**VI. Chair and Member Comments**

- Chair Beringer says her final goodbye to the Commission. Chair Beringer has served on the Commission for the past 3 years and has enjoyed her time working with Commissioners, community members and city staff.
- Commissioner Epstein thanks Chair Beringer for her time and commitment to the HRRC.
- Commissioner Nelson Shares with the Commission that the new sign for Yancey Park is now on display. Commissioner Nelson also says his goodbyes to the Commission.
- Commissioner Stringer Moore thanks both Chair Beringer and Commissioner Nelson for their time and commitment to the HRRC.
- Commissioner Edwards shares with the Commission the Equality Act has entered the Senate and asks that others support the bill.
- Commissioner Felton thanks both Chair Beringer and Commissioner Nelson for their time and commitment to the HRRC. Commissioner Felton also goes on to congratulate Commissioner Epstein as the new chair of the HRRC.
- Commissioner Ross thanks both Chair Beringer and Commissioner Nelson for their time and commitment to the HRRC, and looks forward to continuing working with the Commission.
- Student Commissioner Mirza thanks the entire Commission for being welcoming to the Student Commissioner and sends his best wishes and farewell to both Chair Beringer and Commissioner Nelson.
- Commissioner Ismail thanks both Chair Beringer and Commissioner Nelson for their time and commitment to the HRRC

**VII. Staff Comments**

- Staff liaison Lee shares the following:
  - The City Council has approved the days of significance list for city recognized observances. At the request of Council Member Jackson and approved by the entire City Council, Days of Remembrance will also be added to the city's days of significance list.
  - The new sign for Yancey Park has been installed and further conversations are happening within the city to plan a formal unveiling of the sign.
  - Newly elected Chair Epstein and Vice Chair Stringer Moore will officially start serving in their new roles at the beginning of March.
  - Thanks both Chair Beringer and Commissioner Nelson for their time and commitment to the HRRC
- Beginning with their term in March, the HRRC will have 3 new members added to the Commission: Leticia Guadarrama, Joni Bennett, and Mamie Segall

## **VIII. Adjournment**

**Motion by Commissioner Felton to adjourn the meeting, seconded by Commissioner Ross.  
Roll call vote. Motion carried.**

**Meeting adjourned at 7:57 p.m.**



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**Date:** March 23, 2021

**Agenda Item #:** V.A.

**To:** Human Rights and Relations Commission

**Item Type:**

**From:** Heidi Lee, Race & Equity Coordinator

**Item Activity:**

**Subject:** Introduction of New HRRC Commissioners

Information

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### ACTION REQUESTED:

### INTRODUCTION:

The introduction of new HRRC Commissioners Leticia Guadarrama, Joni Bennett, and Mamie Segall



## CITY OF EDINA

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**Date:** March 23, 2021

**Agenda Item #:** VI.A.

**To:** Human Rights and Relations Commission

**Item Type:**

**From:** Heidi Lee, Race & Equity Coordinator

**Item Activity:**

**Subject:** 2020 Human Rights & Relations Commission Work Plan

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### ACTION REQUESTED:

### INTRODUCTION:

The HRRC 2020 Work Plan was approved by the City Council in December 2019. The attached Work Plan has been updated with progress reports in several areas

### ATTACHMENTS:

2020 HRRC Work Plan



# Human Rights & Relations

2020 Commission Work Plan - City Council Approved: 12.03.2019

**March, April, and May 2020 - HRRC Meetings Cancelled - COVID-19 Response**



Initiative #1	Initiative Type	Completion Date	Council Charge
Review and Decide Days of Remembrance Event	Ongoing	April 2020	4 (review and decide)
	Lead Commissioners	Budget	Staff Support
	Arseneault (LEAD), Ross, Epstein, Meek, Edwards and Iyer	Funds available	CTS
			Staff Liaison
Progress Report: <b>2.28.2020:</b> Working group members were selected & approved in December 2019.			
<b>3.16.2020:</b> Days of Remembrance event has been postponed due to City facilities closures in alignment with MN Department of Health COVID-19 response plan. <b>CANCELLED.</b>			

Initiative #2	Initiative Type	Completion Date	Council Charge
Review and Decide 2020 Tom Oye Award: Coordinate and select one recipient for the 2020 Tom Oye Award to be given in December.	Ongoing	December 2020	4 (review and decide)
	Lead Commissioners	Budget	Staff Support
	Beringer (LEAD), Edwards and Epstein	Funds available	CTS
			Staff Liaison
Progress Report: <b>9.17.2020:</b> Commissioners edited Tom Oye documents (press release, application form, and poster) to Communications. Key Dates: Submission Deadline - Monday, November 9, 2020. HRRC Award Recipient Decision: Tuesday, November 17, 2020. Award Recognition at City Council: Tuesday, December 1, 2020			
<b>10.23.2020:</b> Tom Oye Award application was open on 9.24.2020. Press release and posters have been placed at locations within the City. Five nominations have been submitted.			
<b>11.10.2020:</b> Tom Oye Award application closed on 11.09.2020. Award recipient will be decided on November 17 meeting by HRRC.			
<b>11.17.2020:</b> Award recipients decided and will be notified. Presentation will be at 12/1/2020 City Council meeting.			
12.1.2020: Award presented at 12.1 City Council meeting and framed certificate delivered to award recipients. <b>COMPLETED</b>			

Initiative #3	Initiative Type	Completion Date	Council Charge
<b>Review and Decide</b>  Co-chair a cross-commission (HRRC & EEC) committee to coordinate the "Sharing Values, Sharing Communities" 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.	Ongoing	October 2020	4 (review and decide)
	Lead Commissioners	Budget	Staff Support
	Stringer Moore (LEAD), Nelson, Meek and Beringer	Funds available	CTS
Progress Report: <b>2.19.2020:</b> Emailed cross-commission members to connect.			
<b>7.21.2020:</b> City Council approved removing Initiative #3 as written above; replace with new Initiative #3 "Lead Community Conversations about race, justice and policing in 2020 and make recommendations for next steps as part of the 2021 work plan process."			
<b>7.28.2020:</b> Commission reviewed subcommittee recommendations and approved to hold presentation and open forum sessions for community conversations. Remaining recommendations will be reviewed for 2021 work plan process.			
<b>9.18.2020:</b> A Community Conversation on Race, Justice and Policing on October 21, 2020 from 7p-9p via WebEx			
<b>10.22.2020:</b> Event was held on October 21 from 7-830p with six panelist and moderator. The event was available on City website, YouTube, Facebook Live, and channels 318 and 16 for viewing. <b>COMPLETED.</b>			

Initiative #4	Initiative Type	Completion Date	Council Charge
<b>Review and Recommend</b>  Create an assessment rubric / recommendation process for City facility artwork and décor to ensure it reflects diversity of race and culture (R&E 18.E.). HRRC will be the lead commission and the Arts & Culture and Heritage Preservation commissions will appoint up to 2 members for feedback on the final recommendation before it goes to Council.	Continue	December 2020	3 (review and recommend)
	Lead Commissioners	Budget	Staff Support
	Meek (LEAD), Stringer Moore, Nelson	Funds not available	Staff Liaison
Progress Report: <b>1.28.2020:</b> Commissioner Meek will send email to schedule meeting with cross-commission members.			
<b>7.17.2020:</b> Cross-commission met and made progress on rubric. Will have draft rubric for Commission to review at July 28 meeting.			
<b>7.28.2020:</b> HRRC approved assessment rubric/recommendation process for City Council review and approval for August City Council meeting.			
<b>8.18.2020:</b> City Council approved approve the Arts & Décor assessment rubric as recommended by HRRC and to direct HRRC to conduct an assessment on the Mayor's Conference Room and City Hall Atrium using the rubric for City Council review. <b>RUBRIC COMPLETED</b>			
<b>1.14.2021:</b> City Hall remodeling occurring which impacts the accessibility to Mayor's Conference Room & Atrium.			

Initiative #5	Initiative Type	Completion Date	Council Charge
Review and Recommend  Co-chair a cross-commission committee (HRRC & 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&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.	Continue	December 2020	3 (review and recommend)
	Lead Commissioners	Budget	Staff Support
	Edwards (LEAD), Stringer Moore	Funds not available	Staff Liaison
Progress Report: <b>2.19.2020:</b> Emailed PARC Staff Liaison to get PARC Commissioner emails.			
<b>8.22.2020:</b> Initiative will be updated in HRRC 2021 Work Plan as "Review and comment on a plan developed by P&R and R&E staff to identify barriers for participation and reach communities of color through different modes and feedback, determine how data would be used. With the HRRC (with the PARC) implement that plan to gather information. "			
<b>10.22.2020:</b> This initiative will be revised for 2021 HRRC Work Plan. <b>ON HOLD - REVISED CHARGE ON 2021 HRRC WORK PLAN</b>			

Initiative #6	Initiative Type	Completion Date	Council Charge
Review and Recommend  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.	Continue	December 2020	3 (review and recommend)
	Lead Commissioners	Budget	Staff Support
	Epstein (LEAD), Nelson and Ross	Funds not available	Staff Liaison
Progress Report: <b>March &amp; April 2020 HRRC Meeting Cancelled</b>			
<b>4.9.2020:</b> Bias offense/incident document sent to City staff and HRRC Chair for review.			
<b>7.28.2020:</b> Commission discussed inserting quarterly meeting with police staff liaison into Bias Offense/Incident Plan.			
<b>8.20.2020:</b> Staff Liaison will get feedback from police department on document.			
<b>9.17.2020:</b> Coordinating meeting with Police Chief and HRRC Subcommittee to meet.			
<b>10.23.2020:</b> HRRC Subcommittee with Police Chief Nelson to provide feedback on Bias Offense Plan. Subcommittee is revising document and adding edits.			
<b>11.10.2020:</b> Staff Liaison gathering edits from Police Chief and will send to subcommittee and schedule meeting to decide on quarterly meetings.			
<b>11.24.2020:</b> Subcommittee met to review police chief edits. Revisions will continue.			
<b>1.14.2021:</b> Staff Liaison to schedule meeting with subcommittee and police chief to provide update. Definitions created to differentiate between bias incident and offense has been <b>COMPLETED</b> . Next steps will be to submit to City Council for their review.			
<b>2.12.2021:</b> Bias Offense Subcommittee will present changes to HRRC for review and approval before it is submitted to City Council for review.			
<b>2.23.2021:</b> HRRC approved recommendations and will be sent to City Council for review.			

**3.16.2021:** Presented recommendation to City Council and was provided feedback from Council to present revised recommendation at a later time.

Initiative #7	Initiative Type	Completion Date	Council Charge
Review and Recommend	New	December 2020	3 (review and recommend)
Celebrate 50th anniversary of HRRC in Edina by submitting a proclamation for City Council approval.	Lead Commissioners	Budget	Staff Support
	Nelson (LEAD)		CTS
		NA	Staff Liaison
Progress Report: <b>4.20.2020:</b> Proclamation draft sent to Chair and Vice Chair by Nelson and Kennedy			
<b>7.21.2020:</b> Proclamation accepted and approved by City Council meeting. <b>COMPLETED</b>			

Initiative #8	Initiative Type	Completion Date	Council Charge
Review and Comment	New	December 2020	2 (review and comment)
Review and comment on Housing Task Force comprehensive housing policy using a race & equity lens.	Lead Commissioners	Budget	Staff Support
	Beringer (LEAD), Nelson		
		NA	
Progress Report: <b>9.18.2020:</b> Staff Liaison will coordinate meeting with HRRC subcommittee for a meeting in November 2020 to review policy.			
<b>10.22.2020:</b> Housing Task Force will attend HRRC meeting on 11/17/2020 to present housing policy.			
<b>11.17.2020:</b> Housing Task Force and Planning Commission attended HRRC meeting for question and answer session. Additional feedback provided to Housing Task Force. <b>COMPLETED.</b>			

Initiative #9	Initiative Type	Completion Date	Council Charge
Review and Comment	New	December 2020	2 (review and comment)
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	Lead Commissioners	Budget	Staff Support
	Edwards (LEAD)		
Progress Report: <b>8.24.2020:</b> HRRC Commissioners emailed the PARC plan for review and comment.			
<b>10.12.2020:</b> HRRC provided comments and questions to PARC based on the CIP Prioritization information document. Following up with PARC staff liaison if additional			
<b>11.17.2020:</b> No updated provided if additional feedback is needed from HRRC. <b>COMPLETED.</b>			



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**Date:** March 23, 2021

**Agenda Item #:** VI.B.

**To:** Human Rights and Relations Commission

**Item Type:**  
Report and Recommendation

**From:** Heidi Lee, Race & Equity Coordinator

**Subject:** 2021 Human Rights & Relations Commission Work  
Plan

**Item Activity:**  
Discussion, Information

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### ACTION REQUESTED:

### INTRODUCTION:

The Commission will discuss updates on initiatives for the 2021 workplan.

### ATTACHMENTS:

3.23.21 2021 Work Plan



## Commission: Human Rights and Relations Commission

### 2021 Annual Work Plan Proposal

<b>Initiative # 1</b>	<b>Initiative Type</b> <input type="checkbox"/> Project <input checked="" type="checkbox"/> Ongoing / Annual <input checked="" type="checkbox"/> Event <b>Council Charge</b> <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input checked="" type="checkbox"/> 4 (Review & Decide)		
Coordinate Days of Remembrance Recognition	<b>Deliverable</b> Event and/or Action	<b>Leads</b> Stringer Moore, Edwards, Epstein, Ross, Mirza, and Lichtenberg	<b>Target Completion Date</b> April 2021
<b>Budget Required:</b> Funds are available.			
<b>Staff Support Required:</b> Staff Liaison, Staff Support, and Communications			
1.26.2021: Subcommittee will check if scheduled speaker from 2020 is available for event.			

<b>Initiative # 2</b>	<b>Initiative Type</b> <input type="checkbox"/> Project <input checked="" type="checkbox"/> Ongoing / Annual <input type="checkbox"/> Event <b>Council Charge</b> <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input checked="" type="checkbox"/> 4 (Review & Decide)		
Tom Oye Award: Coordinate and select one recipient for the 2021 Tom Oye Award.	<b>Deliverable</b> Planning and awarding of Tom Oye Award	<b>Leads</b> Edwards, Mirza	<b>Target Completion Date</b> December 2021
<b>Budget Required:</b> Funds are available			
<b>Staff Support Required:</b> Staff Liaison, Staff Support, and Communications			



<b>Initiative # 3</b>	<b>Initiative Type</b> <input type="checkbox"/> Project <input type="checkbox"/> Ongoing / Annual <input checked="" type="checkbox"/> Event		
	<b>Council Charge</b> <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input checked="" type="checkbox"/> 4 (Review & Decide)		
Coordinate 2021 “Sharing Values, Sharing Communities” event focused on Race, Justice, and Policing tied to initiative #4.	<b>Deliverable</b> Event and/or Action	<b>Leads</b> Felton	<b>Target Completion Date</b> October 2021
<b>Budget Required:</b> Funds are available.			
<b>Staff Support Required:</b> Staff Liaison, Staff Support, and Communications			

<b>Initiative # 4</b>	<b>Initiative Type</b> <input type="checkbox"/> Project <input type="checkbox"/> Ongoing / Annual <input type="checkbox"/> Event		
	<b>Council Charge</b> <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input checked="" type="checkbox"/> 4 (Review & Decide)		
Complete community conversations about Race, Justice and Policing that began in 2020.	<b>Deliverable</b> Create and implement ways for community members to engage about race, justice and policing.	<b>Leads</b> Felton, Mirza	<b>Target Completion Date:</b> December 2021
<b>Budget Required:</b> Funds are available			
<b>Staff Support Required:</b> Staff Liaison, Staff Support, Communications and Technology			

<b>Initiative # 5</b>	<b>Initiative Type</b> <input type="checkbox"/> Project <input checked="" type="checkbox"/> Ongoing / Annual <input type="checkbox"/> Event <b>Council Charge</b> <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input checked="" type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)		
Bias Offense & Incident Response Plan Review and meet with police department representative quarterly for updates.	<b>Deliverable</b> Review of response plan and report back to the commission. Consider changes, if any, in 2022.	<b>Leads</b> Ross, Epstein, and Edwards	<b>Target Completion Date</b> December 2021
<b>Budget Required:</b> Funds are available.			
<b>Staff Support Required:</b> Staff Liaison, Staff Support, and Communications			
<b>1.26.2021:</b> Police Chief will attend HRRC meeting the month after each quarter. The Police Chief will provide an update of Q1-2021 at the April 27, 2021 HRRC. For Q2-2021, he will attend the July 27, 2021 meeting, for Q3-2021, the October 26, 2021 meeting and for Q4-2021, attend January 2022 meeting.			

<b>Initiative # 6</b>	<b>Initiative Type</b> <input type="checkbox"/> Project <input type="checkbox"/> Ongoing / Annual <input type="checkbox"/> Event <b>Council Charge</b> <input type="checkbox"/> 1 (Study & Report) <input checked="" type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)		
Review and comment on staff proposed plan to identify barriers for participation and reach communities of color through different modes and feedback.	<b>Deliverable</b> Review and comment on plan	<b>Leads</b> Stringer Moore, Edwards, and Felton	<b>Target Completion Date</b> December 2021
<b>Budget Required:</b> No budget required			
<b>Staff Support Required:</b> Staff Liaison and Staff Support			
<b>1.26.2021:</b> Staff Liaison will meet with P&R Director define plan to identify barriers for participation and reach communities of color.			



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**Date:** March 23, 2021

**Agenda Item #:** VI.C.

**To:** Human Rights and Relations Commission

**Item Type:**

**From:** Heidi Lee, Race & Equity Coordinator

**Item Activity:**

**Subject:** Speaker Presentation

Discussion

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### ACTION REQUESTED:

#### INTRODUCTION:

The Commission will discuss possible speakers to attend HRRC meetings in 2021 to present on a variety of topics.