

**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 177 432 7128**

**Tuesday, July 27, 2021**

**7:00 PM**

- I. Call To Order
- II. Roll Call
- III. Approval Of Meeting Agenda
- IV. Approval Of Meeting Minutes
  - A. Minutes: Human Rights & Relations Commission June 22, 2021

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. 2021 Human Rights & Relations Commission Work Plan
- B. 2022 Human Rights & Relations Commission Work Plan Proposal
- C. Commission Member Recognition

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:** July 27, 2021

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

**To:** Human Rights and Relations Commission

**Item Type:**

Minutes

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

**Item Activity:**

**Subject:** Minutes: Human Rights & Relations Commission  
June 22, 2021

Action

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### **ACTION REQUESTED:**

Approve the minutes from the June 22nd HRRC meeting

### **INTRODUCTION:**

### **ATTACHMENTS:**

6.22.21 HRRC Minutes



Minutes  
City of Edina, Minnesota  
Human Rights & Relations Commission

Virtual Meeting, WebEx,  
June 22, 2021, 7 p.m.

## I. Call To Order

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

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

## II. Roll Call

Answering Roll Call: Chair Epstein Commissioners Edwards, Felton, Segall, Ross, Bennett, and Guadarrama; Student Commissioners Lichtenberger and Mirza

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

Absent: Student Commissioner Borene

Late: Commissioner Stringer Moore (7:03pm) and Commissioner Ismail (7:05pm)

## III. Approval of Meeting Agenda

**Motion by Commissioner Ross to approve the June 22, 2021 meeting agenda, seconded by Commissioner Segall. Roll call vote. Motion carried.**

## IV. Approval of Meeting Minutes

Fellow Karim indicated the following changes to the draft minutes:

- Commissioner Guadarrama should be marked absent instead of late for the May 25, 2021 meeting.

**Motion by Commissioner Stringer Moore to approve the May 25, 2021 meeting minutes, seconded by Commissioner Edwards. Roll call vote. Motion carried.**

## V. Reports/Recommendations

### A. Human Rights & Relations Commission 2021 Work Plan

- The Commission discussed the 2021 Work Plan with the following updates:
  - **Initiative #1 – Days of Remembrance**  
Commissioner Stringer Moore shared the following updates with the Commission:
    - Days of Remembrance will be held on July 29<sup>th</sup> at 7pm in Edina City Hall
    - Student Commissioners will work with Staff Liaison Lee on poster design
    - Staff Liaison Lee will check in with the city's communications team about taking a headshot for Manny Gabler.
    - The subcommittee is still waiting on attendance confirmation from Mayor Hovland.
  - **Initiative #2 – Tom Oye Award**
    - No update
  - **Initiative #3 – Sharing Values Sharing Community Event**

- Commissioner Felton shared the following updates with the Commission:
- The *Stop The Hate* event will take place tentatively on **Sunday, September 12, 2021, from 3:00 pm – 5:00 pm** in the City Council Chambers at City Hall.
- The event will highlight the rise in anti-Semitic, anti-Muslim, anti-Asian and the continuous attacks on various marginalized groups that includes but not limited to the LGBTQ+ and Latino community.
- Possible panelist for the event will include representatives from the Asian, Muslim, Jewish and African American Community.

**Motion by Commissioner Felton to approve the subcommittee's event plan for *Stop The Hate*, seconded by Commissioner Ross . Roll call vote. Motion carried.**

○ **Initiative #4 – Race, Justice, and Policing Community Awareness Plan & Implementation**

Commissioner Felton shared the following updates with the Commission:

- The *Community Conversations: Race, Justice and Policing* event will be held **Sunday, October 17, 2021, from 3:00pm-5:00pm** in the City Council Chambers at City Hall.
- A Member of the Edina Police Department will be asked to assist the subcommittee with the planning of the event.
- The event will be hybrid with an option for the community to join the event via live stream from home.

**Motion by Commissioner Bennett to approve the subcommittee's event plan for *Community Conversations: Race, Justice and Policing*, seconded by Commissioner Stringer Moore . Roll call vote. Motion carried.**

○ **Initiative #5 – Bias Offense Review**

- No update

○ **Initiative #6 – Review and comment on a plan developed by P&R and R&E staff**

- No update

**B. 2022 Work Plan Development**

Staff Liaison Lee began the conversation by giving a brief overview of the Boards and Commissions 2022 Work Plan Timeline and Council Charges .

- The Commission discussed the 2022 Work Plan and what would be completed, continued or added from this year's Work Plan.
  - Commissioner Bennet suggested partnering and supporting the Community Health Commission on initiatives related to mental health and policing. The Initiative could also fall under the scope of Initiative #4 – Race, Justice, and Policing Community Awareness Plan & Implementation.
  - Commissioner Bennet proposes the Commission revisits the city's naming policy for public parks and facilities.
  - Commissioner Segall proposed expanding the scope of initiatives 3 & 4 to include the issue of Ageism in the community.
  - Commissioner Felton commented that whatever initiatives the Commission decides to move forward with for 2022 that the initiatives should be both impactful and meaningful for members of the community.
  - Commissioner Bennett suggested the Commission consider developing messaging to bring more awareness to voting rights, voter fraud and other election related policies.
  - Commissioner Stringer Moore suggested adding an additional event to Initiative 3- Sharing Values Sharing Community Event to include a focus on mental health and available resources.

- Staff Liaison Lee asks members of the Commission to give consideration and rank which initiatives they would like to be apart of as well as which initiative they would be willing to lead.
- Staff Liaison Lee will have a draft 2021 Work Plan at the August meeting so the Commission can approve the 2021 Work Plan at the September meeting and go to Council for feedback in October.

### **C. Return to In Person Meetings**

- Staff Liaison Lee shares that Commission meetings for July and August will be hybrid model. Commissioners can decide to attend the meeting in person or via WebEx.
  - The September 28<sup>th</sup> HRRC meeting will be held in person, no virtual option will be available for Commissioners.
- Members of the public can also begin attending meetings again and Community Comment will return to the agenda. Speakers must be physically present in the meeting room to participate. They still have the option to provide comments via the website form submittal.

## **VI. Chair and Member Comments**

- Commissioner Bennett recognizes that Juneteenth has now become a federal holiday and commends the activist that worked to make this happen. Commissioner Bennett also highlights the current attack on voter rights happening in the country and urges elected officials to take a stand on protecting voter rights.
- Commissioner Stringer Moore shares an invitation from the Anti-Racism Collective for members of the HRRC who would be interested in marching alongside the Anti-Racism Collective during Edina's 4<sup>th</sup> of July parade.
- Commissioner Stringer Moore announces that on June 23<sup>rd</sup> Junita Flowers, local businesswomen and owner of Junita's Jar and Representative Dean Phillips will be hosting a conversation for the #ShareTheMicMN platform.
- Commissioner Segall shares that the Edina League of Women Voters will also be marching alongside the Anti-Racism Collective at the Edina parade.
- Commissioner Edwards recognizes that Pride month events will be held in both June and July.
- Commissioner Felton thanks city staff and several Commissioners for their aid & support of Initiatives 3 & 4.

## **VII. Staff Comments**

- Staff Liaison Lee shares that she has reached out to Edina public schools to schedule a meeting with the incoming Superintendent Dr. Stacie Stanley.
- Staff Liaison Lee shares that the Just Deeds program was recently approved by the City Council and that staff has begun receiving request from community members to join the initiative.
- Staff Liaison Lee shares that the Police Chief selection have concluded the interview phase and will be moving forward with background and reference check for finalist.

## **Adjournment**

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

**Meeting adjourned at 9:05p.m.**



## CITY OF EDINA

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**Date:** July 27, 2021

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

**To:** Human Rights and Relations Commission

**Item Type:**

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

**Item Activity:**

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

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### **ACTION REQUESTED:**

The Commission will discuss initiative updates for the 2021 workplan.

### **INTRODUCTION:**

### **ATTACHMENTS:**

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.			
2.23.2020: Speaker has been confirmed for event.			
4.27.2021: Meeting will be scheduled for subcommittee.			
6.16.2021: Guest speaker and emcees, location, date/time and staff support have been confirmed. Poster redesign, day-of-event coordination, press/marketing pending completion. Event on 7/29/2021 at 7-830pm at City Council Chambers + hybrid event.			
7.22.2021: Event will take place on 7.29.2021. Posters, press release, day of coordination set up, speaker picture taken.			

<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			
6.16.2021: Staff Liaison will send information/timeline to subcommittee in July to start planning and coordination.			
7.22.2021: Staff will send information to subcommittee by July 30.			

Initiative # 3	Initiative Type <input type="checkbox"/> Project <input type="checkbox"/> Ongoing / Annual <input checked="" type="checkbox"/> Event Council Charge <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, Bennett, Segall	<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>4.6.2021:</b> Subcommittee will plan on meeting with addition of commissioners to work plan item.			
<b>4.27.2021:</b> Subcommittee provided update to HRRC and asked for feedback from Commission. Subcommittee will meet again to update based on feedback.			
<b>6.16.2021:</b> Subcommittee will provide event proposal on 6.22.2021 to HRRC for approval.			
<b>7.22.2021:</b> HRRC approved subcommittee proposal on 6.22.2021 and working on marketing and communications plan with staff. Event will be at City Hall on October 17 from 3-5pm. City Hall has been reserved and staff support for event has been requested.			

Initiative # 4	Initiative Type <input type="checkbox"/> Project <input type="checkbox"/> Ongoing / Annual <input type="checkbox"/> Event Council Charge <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, Bennett, Segall, Ismail	<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>4.6.2021:</b> Subcommittee will plan on meeting with addition of commissioners to work plan item.			
<b>4.27.2021:</b> Subcommittee provided update to HRRC and asked for feedback from Commission. Subcommittee will meet again to update based on feedback.			
<b>6.16.2021:</b> Subcommittee will provide event proposal on 6.22.2021 to HRRC for approval.			
<b>7.22.2021:</b> HRRC approved subcommittee proposal on 6.22.2021 and working on marketing and communications plan with staff. Event will be at City Hall on September 12 from 3-5pm. The event title is “Stop the Hate”. City Hall has been reserved and staff support for event has been requested. Subcommittee has invited panelists to event.			



Initiative # 5	Initiative Type <input type="checkbox"/> Project <input checked="" type="checkbox"/> Ongoing / Annual <input type="checkbox"/> Event Council Charge <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, Edwards and Guadarrama	<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>4.27.2021:</b> Police Chief attended the HRRC meeting. Provided Q1-2021 update and process of how bias events are received, investigated, and notification.			
<b>7.21.2021:</b> No bias events for Q2-2021 have been reported to Edina Police Department.			

Initiative # 6	Initiative Type <input type="checkbox"/> Project <input type="checkbox"/> Ongoing / Annual <input type="checkbox"/> Event Council Charge <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.			
<b>4.27.2021:</b> Staff is still researching and creating plans.			
<b>5.25.2021:</b> Staff met with other municipality to get scope of their plan and feedback methods.			
<b>7.21.2021:</b> Staff working on plan. Planning to have plan for review and comment by end of Q3 or first month in Q4.			



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**Date:** July 27, 2021

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

**To:** Human Rights and Relations Commission

**Item Type:**

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

**Item Activity:**

**Subject:** 2022 Human Rights & Relations Commission Work  
Plan Proposal

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### ACTION REQUESTED:

### INTRODUCTION:

The Commission needs to start developing their 2021 Work Plan. The Commission should discuss any items for the upcoming Work Plan, including items that are annual events, items that carry over and new items.

### ATTACHMENTS:

2022 Work Plan Development



## Commission: Human Rights and Relations Commission

### 2022 Annual Work Plan Proposal

<b>Initiative #</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 type="checkbox"/> 4 (Review & Decide)		
<b>Initiative Title:</b> Race and Justice Policing: How to Reduce call/encounters with police such as when to call police, educating community, etc.	<b>Deliverable</b>	<b>Leads</b>	<b>Target Completion Date</b>
<b>Budget Required: (Completed by staff)</b> Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
<b>Staff Support Required (Completed by staff):</b> How many hours of support by the staff liaison? Communications / marketing support?			
<b>Liaison Comments:</b>			
<b>City Manager Comments:</b>			
<b>Progress Q1:</b>			
<b>Progress Q2:</b>			
<b>Progress Q3:</b>			
<b>Progress Q4:</b>			

<b>Initiative #</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 type="checkbox"/> 4 (Review & Decide)		
<b>Initiative Title</b> Researching City facility naming policy (name from developers and officials – the untold stories of communities through DEI Lens) and fundraising policy and donation policy approved through DEI lens.	<b>Deliverable</b>	<b>Leads</b>	<b>Target Completion Date</b>
<b>Budget Required: (Completed by staff)</b> Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
<b>Staff Support Required (Completed by staff):</b> How many hours of support by the staff liaison? Communications / marketing support?			
<b>Liaison Comments:</b>			
<b>City Manager Comments:</b>			
<b>Progress Q1:</b>			
<b>Progress Q2:</b>			
<b>Progress Q3:</b>			
<b>Progress Q4:</b>			

<b>Initiative #</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 type="checkbox"/> 4 (Review & Decide)		
<b>Initiative Title</b> Ageism – helping community understand, how to mitigate it, educate and assess	<b>Deliverable</b>	<b>Leads</b>	<b>Target Completion Date</b>
<b>Budget Required: (Completed by staff)</b> Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
<b>Staff Support Required (Completed by staff):</b> How many hours of support by the staff liaison? Communications / marketing support?			
<b>Liaison Comments:</b>			
<b>City Manager Comments:</b>			
<b>Progress Q1:</b>			
<b>Progress Q2:</b>			
<b>Progress Q3:</b>			
<b>Progress Q4:</b>			

<b>Initiative #</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 type="checkbox"/> 4 (Review & Decide)		
<b>Initiative Title</b> Mental Health Resources (building resources with Community Health) Potentially have 2 <sup>nd</sup> – stand alone event.	<b>Deliverable</b>	<b>Leads</b>	<b>Target Completion Date</b>
<b>Budget Required: (Completed by staff)</b> Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
<b>Staff Support Required (Completed by staff):</b> How many hours of support by the staff liaison? Communications / marketing support?			
<b>Liaison Comments:</b>			
<b>City Manager Comments:</b>			
<b>Progress Q1:</b>			
<b>Progress Q2:</b>			
<b>Progress Q3:</b>			
<b>Progress Q4:</b>			

<b>Initiative #</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 type="checkbox"/> 4 (Review & Decide)		
<b>Initiative Title</b> Felony Rights Education – public education, voting rights	<b>Deliverable</b>	<b>Leads</b>	<b>Target Completion Date</b>
<b>Budget Required: (Completed by staff)</b> Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
<b>Staff Support Required (Completed by staff):</b> How many hours of support by the staff liaison? Communications / marketing support?			
<b>Liaison Comments:</b>			
<b>City Manager Comments:</b>			
<b>Progress Q1:</b>			
<b>Progress Q2:</b>			
<b>Progress Q3:</b>			
<b>Progress Q4:</b>			

<b>Initiative #</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)		
<b>Initiative Title</b> Coordinate Days of Remembrance Recognition	<b>Deliverable</b> Event and/or Action	<b>Leads</b>	<b>Target Completion Date</b> April/May 2022
<b>Budget Required: (Completed by staff)</b> Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
<b>Staff Support Required (Completed by staff):</b> How many hours of support by the staff liaison? Communications / marketing support?			
<b>Liaison Comments:</b>			
<b>City Manager Comments:</b>			
<b>Progress Q1:</b>			
<b>Progress Q2:</b>			
<b>Progress Q3:</b>			
<b>Progress Q4:</b>			

<b>Initiative #</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)		
<b>Initiative Title</b> 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>	<b>Target Completion Date</b> December 2022
<b>Budget Required: (Completed by staff)</b> Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
<b>Staff Support Required (Completed by staff):</b> How many hours of support by the staff liaison? Communications / marketing support?			
<b>Liaison Comments:</b>			
<b>City Manager Comments:</b>			
<b>Progress Q1:</b>			
<b>Progress Q2:</b>			
<b>Progress Q3:</b>			
<b>Progress Q4:</b>			

<b>Initiative #</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)		
<b>Initiative Title</b> Sharing Values, Sharing Communities Event	<b>Deliverable</b> Event and/or Action	<b>Leads</b>	<b>Target Completion Date</b> October 2021
<b>Budget Required: (Completed by staff)</b> Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
<b>Staff Support Required (Completed by staff):</b> How many hours of support by the staff liaison? Communications / marketing support?			
<b>Liaison Comments:</b>			
<b>City Manager Comments:</b>			
<b>Progress Q1:</b>			
<b>Progress Q2:</b>			
<b>Progress Q3:</b>			
<b>Progress Q4:</b>			

<b>Initiative #</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)		
<b>Initiative Title</b> Bias Offense & Incident Response Plan Review and meet with police department representative quarterly for updates.		<b>Deliverable</b>	<b>Leads</b>
<b>Target Completion Date</b> December 2021			
<b>Budget Required: (Completed by staff)</b> Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
<b>Staff Support Required (Completed by staff):</b> How many hours of support by the staff liaison? Communications / marketing support?			
<b>Liaison Comments:</b>			
<b>City Manager Comments:</b>			
<b>Progress Q1:</b>			
<b>Progress Q2:</b>			
<b>Progress Q3:</b>			
<b>Progress Q4:</b>			

<b>Parking Lot:</b> (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.)



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**Date:** July 27, 2021

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

**To:** Human Rights and Relations Commission

**Item Type:**

Other

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

**Item Activity:**

**Subject:** Commission Member Recognition

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### ACTION REQUESTED:

### INTRODUCTION:

The City of Edina would like to thank the Commissioners serving on the Human Rights & Relations Commission.