

Agenda
Human Rights and Relations Commission
City Of Edina, Minnesota
Public Works

Tuesday, September 28, 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 August 24, 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. Member Update
- B. 2021 Human Rights & Relations Commission Work Plan
- C. 2022 Human Rights & Relations Commission Work Plan Proposal

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

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Date: September 28, 2021

Agenda Item #: IV.A.

To: Human Rights and Relations Commission

Item Type:

From: Risi Karim, City Management Fellow

Item Activity:

Subject: Minutes: Human Rights & Relations Commission
August 24, 2021

ACTION REQUESTED:

Approve the minutes from the August 23rd HRRC meeting

INTRODUCTION:

ATTACHMENTS:

8.24.21 HRRC Minutes



Minutes
City of Edina, Minnesota
Human Rights & Relations Commission

Virtual Meeting, WebEx,
Aug. 24, 2021, 7:00 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 7:02 p.m.

II. Roll Call

Answering Roll Call In-Person: Chair Epstein and Commissioner Bennett; Student Commissioner Lichtenberger and Mirza

Answering Roll Call via WebEx: Commissioners Edwards, Felton, Ismail, Stringer Moore, Segall, Ross, and Guadarrama

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

Late: Commissioner Felton (7:06 pm) and Commissioner Stringer Moore (7:23 pm)

Absent:

III. Approval of Meeting Agenda

Motion by Commissioner Ross to approve the Aug. 24, 2021 meeting agenda, seconded by Commissioner Edwards. Roll call vote. Motion carried.

IV. Approval of Meeting Minutes

Commissioners indicated the following changes to the draft minutes:

Correction on page one “Student Commissioner” to “Student Commissioners”

Page 2 and 3 change “felon rights” to “felon voting rights”

Page 3 change “gage” to “gauge”

Motion by Commissioner Segall to approve the July 27, 2021 meeting minutes, seconded by Commissioner Ross. Roll call vote. Motion carried.

V. Community Comment

- No community members present at the meeting

VI. Reports/Recommendations

A. Human Rights & Relations Commission 2021 Work Plan

- The Commission discussed the Work Plan with the following updates:
- **Initiative #1 – Days of Remembrance**

- Event concluded. No new updates
- **Initiative #2 – Tom Oye Award**
 - The subcommittee consist of two Commissioners
 - Staff Liaison Lee shares the following dates for the initiative:
 - Sept 22nd application opens
 - Award will be presented at the Dec 7th City Council Meeting
- **Initiative #3 – Sharing Values Sharing Community Event**
The subcommittee shares the following updates:
 - Community members will have the opportunity to share their story about experiencing bias within the community.
 - Several speakers have been confirmed for the event, each speaker will be allotted 6-8 mins to speak.
 - Various attempts were made to included as many diverse candidates as possible
 - Posters for the event have been printed and available to be picked up for distribution. Various other marketing tools have been deployed for the event.
- **Initiative #4 – Race, Justice, and Policing Community Awareness Plan & Implementation**
 - 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.
- **Initiative #5 – Bias Offense Review**
 - Edina Police Chief Todd Milburn will be in attendance for the Commissions November meeting.
- **Initiative #6 – Review and comment on a plan developed by P&R and R&E staff**
 - No update

B. 2022 Work Plan Development

- The Commission discussed the 2022 Work Plan and what would be completed, continued or added from this year's Work Plan.
 - Commissioners engaged in dialogues expressing their preference for initiatives that the Commission should move forward with.
- The prioritization of initiatives for the 2022 Work Plan is as followed:**
1. Sharing Values Sharing Community Event
 2. Days of Remembrance
 3. Bias Offense
 4. Tom Oye
 5. City Renaming Policy
 6. Juneteenth
- Commissioner Guadarrama expresses the need for the Commission to evaluate the impact of events held by the Commission to determine the impact the events are having on the community.

VII. Chair and Member Comments

- Received

VIII. Staff Comments

- Received

IX. Adjournment

Motion by Commissioner Segall to adjourn the meeting, seconded by Commissioner Stringer Moore. Roll call vote. Motion carried.

Meeting adjourned at 8:51 p.m.



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Date: September 28, 2021

Agenda Item #: VI.A.

To: Human Rights and Relations Commission

Item Type:

Report and Recommendation

From: Heidi Lee, Race & Equity Coordinator

Item Activity:

Subject: Member Update

Information

ACTION REQUESTED:

None

INTRODUCTION:

Chair Epstein will provide the Commission with a brief update.



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Date: September 28, 2021

Agenda Item #: VI.B.

To: Human Rights and Relations Commission

Item Type:

From: Heidi Lee, Race & Equity Coordinator

Item Activity:

Subject: 2021 Human Rights & Relations Commission Work Plan

ACTION REQUESTED:

The Commission will discuss initiative updates for the 2021 workplan.

INTRODUCTION:

ATTACHMENTS:

HRRC Race, Justice & Policing 2021

2021 Work Plan

HRRC Community Conversations Committee Proposed Motions

Background:

Since before the Civil War, African-American men have been sentenced to more time than white men for committing the same crime. Today, African-American men are over **five** times as likely to be jailed than their white counterparts. (Washington Post, 11/16/17)

When George Floyd was murdered by a Minneapolis police officer in 2020, Americans and people worldwide saw clearly the systematic racism, institutional discrimination, and racial disparities experienced daily by African-Americans in the United States.

Over a year later, many question if effective action to remedy systematic racism is possible and whether or not governments at the local, state, and national levels will make the changes needed to eliminate discrimination in institutions, systems, laws, and policies.

Members of the HRRC Community Conversations Committee believe that effective action must be based in an understanding of the historical roots of systemic racism and institutional discrimination in justice and policing. Accordingly, the Committee proposes modifying the theme for this year's Race, Justice, and Policing event to "***Racial Disparities in the Criminal Justice System: Past, Present, and Future.***"

Proposed plan for 2021 Community Conversation on Race, Justice & Policing:

The event is proposed to be organized in three parts. Here is a short overview of each component:

- **Part One – Criminal Justice – Past and Present:** A presentation on the historical roots to present-day systemic racism and institutional discrimination in justice and policing. The speaker will share tactics that police forces have used in other jurisdictions to lessen minorities entering the system without corresponding crime increases. The presenter will be distinguished Twin Cities-based social psychologist Dr. BraVada Garrett-Akinsanya.¹
- **Part Two - Criminal Justice – Future:** A presentation by new Edina Police Chief Todd Milburn on his vision for the future of policing in Edina.
- **Part Three – Public Q & A, and Comments:** An opportunity for virtual community questions and comments. This part will be moderated.

The Community Conversations Committee requests HRRC approval of the following at the HRRC meeting on September 28, 2021:

Motion 1: Motion to revise the plan approved on June 22, 2021, from a community conversation to a presentation-style event.

Motion 2: Motion to change the event from a hybrid to a virtual event.

Motion 3: Motion to place paid ad in the *SunCurrent*.

¹ See Appendix I for the shorten version of her 23-page vita.

Appendix I: Dr. Barrett-Akinsanya's Abbreviated Bio

BraVada Garrett-Akinsanya, Ph.D., LP, LICSW is a licensed clinical psychologist and licensed clinical social worker who serves as the Executive Director of the *African American Child Wellness Institute*, a children's mental health agency dedicated to the research, delivery and coordination of comprehensive wellness strategies for children of African descent. Dr. Akinsanya also serves as the President of *Brakins Consulting and Psychological Services*, which has the mission of "providing excellent, culturally competent mental health and consultation services that meet the needs of children, adults, families and organizations."

As the President and Clinical Director of Brakins Consulting & Psychological Services, Dr. Garrett- Akinsanya trains students and mental health professionals seeking post-degree licensure status. Additionally, she has served as president for several professional mental health organizations including the *Minnesota Association of Black Psychologists*, the *Multi-Cultural Specialty Providers Mental Health Network* and the *Minnesota Psychological Association*. As a member of the Minnesota Psychological Association (MPA), Dr. Garrett-Akinsanya served in past roles as Chair of Diversity Committee, Chair of the Multicultural Division, Diversity Delegate for MPA to the State Leadership Conference, Secretary, and member of the Legislative Committee, MPA Governing Council, Member At-Large and American Psychological Association (APA) Council of Representative for Minnesota. She continues to be an active member of the MPA Doctoral Level Professional Practice Division, Public Service Division, Private Practice Division, Women's Division, and Multicultural Division.

Most recently, Dr. Garrett-Akinsanya led eleven diverse independent practitioners to form a *Multicultural Learning Organization and Practice Group* (MLO-PG) in order to position themselves to meet the challenges of new payment systems. Their strategic alliance has yielded competencies in multi-lingual, multicultural integrated behavioral health skills addressing multiple client needs. It also created an opportunity to leverage their alliance to obtain evidence-based treatment training grants, Medicare payments, and insurance reimbursements for clinical care consultations in parity with physicians.

On a national level, Dr. Garrett-Akinsanya has service experience in the governance of the American Psychological Association (APA). Her service has included the following: Membership Board; APA Liaison to the Committee for the Advancement of Professional Practice (CAPP), APA Membership Board; APA Liaison to Policies and Procedures Board; APA Council of Representatives, representing Minnesota; Chair-Elect, Ethnic Minority Interest Caucus; Treasurer and Chair-Elect of the Public Interest Caucus; APA Division 35 (The Society for the Psychology of Women) , Editor, *The Feminist Psychologist Newsletter*; Division 35, Member of the Publications Committee; and President, APA Division 35- the Society for the Psychology of Women. Dr. Garrett-Akinsanya is a member of the following APA Divisions: 42, 35, 31, 45, 12, 53, and 54.

Overall, Dr. Garrett-Akinsanya has worked in the field of mental health for over 35 years in a variety of public and private treatment settings serving clients of ages spanning from birth to death. In 1980, Dr. Garrett-Akinsanya received her Master's degree from Texas Tech University. In 1988, she received her internship training as a Pre-doctoral fellow at Texas A&M University in the Student Counseling Service. By 1990, Dr. Garrett-Akinsanya became the first African-American to graduate from Texas Tech University with a doctorate in clinical psychology. Her dissertation title was "*Marital Satisfaction and Attributions of Blame for Conflict Among Patients with Bipolar Disorder and Their Spouses.*"



Commission: Human Rights and Relations Commission 2021 Annual Work Plan Proposal

Initiative # 1	Initiative Type <input type="checkbox"/> Project <input checked="" 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 Days of Remembrance Recognition	Deliverable Event and/or Action	Leads Stringer Moore, Edwards, Epstein, Ross, Mirza, and Lichtenberg	Target Completion Date April 2021
Budget Required: Funds are available.			
Staff Support Required: 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.			
7.29.2021: 408 views on Facebook, 13 views on YouTube, 30 people in-person. COMPLETED			

Initiative # 2	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 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.	Deliverable Planning and awarding of Tom Oye Award	Leads Edwards, Mirza	Target Completion Date December 2021
Budget Required: Funds are available			
Staff Support Required: 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.			
8.19.2021: Application and Tom Oye documents sent to subcommittee for review and edits.			
9.23.2021: Press release completed and application will be open on 8/27/2021.			

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.	Deliverable Event and/or Action	Leads Felton, Bennett, Segall	Target Completion Date October 2021
Budget Required: Funds are available.			
Staff Support Required: Staff Liaison, Staff Support, and Communications			
4.6.2021: Subcommittee will plan on meeting with addition of commissioners to work plan item.			
4.27.2021: Subcommittee provided update to HRRC and asked for feedback from Commission. Subcommittee will meet again to update based on feedback.			
6.16.2021: Subcommittee will provide event proposal on 6.22.2021 to HRRC for approval.			
7.22.2021: 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.			
9.23.2021: Amended motions for event format, agenda, speakers, and marketing being brought to HRRC on 9.28.2021.			

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.	Deliverable Create and implement ways for community members to engage about race, justice and policing.	Leads Felton, Mirza, Bennett, Segall, Ismail	Target Completion Date: December 2021
Budget Required: Funds are available			
Staff Support Required: Staff Liaison, Staff Support, Communications and Technology			
4.6.2021: Subcommittee will plan on meeting with addition of commissioners to work plan item.			
4.27.2021: Subcommittee provided update to HRRC and asked for feedback from Commission. Subcommittee will meet again to update based on feedback.			
6.16.2021: Subcommittee will provide event proposal on 6.22.2021 to HRRC for approval.			
7.22.2021: 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.			
8.19.2021: Promotions have been setup such as promotional videos, advertisements, and posters. Panelists are confirmed.			
9.23.2021: About 60 attended in-person, 1.4k views with a reach of 3,182 and engagement of 1,018 – COMPLETED			

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.	Deliverable Review of response plan and report back to the commission. Consider changes, if any, in 2022.	Leads Ross, Epstein, Edwards and Guadarrama	Target Completion Date December 2021
Budget Required: Funds are available.			
Staff Support Required: Staff Liaison, Staff Support, and Communications			
1.26.2021: 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.			
4.27.2021: Police Chief attended the HRRC meeting. Provided Q1-2021 update and process of how bias events are received, investigated, and notification.			
7.21.2021: No bias events for Q2-2021 have been reported to Edina Police Department.			
8.19.2021: Staff Liaison will reach out to new police chief to invite to meet with HRRC and provide update with any bias events.			

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.	Deliverable Review and comment on plan	Leads Stringer Moore, Edwards, and Felton	Target Completion Date December 2021
Budget Required: No budget required			
Staff Support Required: Staff Liaison and Staff Support			
1.26.2021: Staff Liaison will meet with P&R Director define plan to identify barriers for participation and reach communities of color.			
4.27.2021: Staff is still researching and creating plans.			
5.25.2021: Staff met with other municipality to get scope of their plan and feedback methods.			
7.21.2021: 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: September 28, 2021

Agenda Item #: VI.C.

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

ACTION REQUESTED:

INTRODUCTION:

The Commission will finish developing their 2022 Work Plan. The Commission should discuss any items for the upcoming Work Plan, including items that are annual events, items that will carry over and new items.

ATTACHMENTS:

2022 Work Plan Development



Commission: Human Rights and Relations Commission 2022 Annual Work Plan Proposal

Initiative # 1	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)		
Initiative Title: Coordinate Sharing Values, Sharing Communities Event	Deliverable Event	Leads	Target Completion Date October 2022
Budget Required: (Completed by staff): There is funding available for outside marketing opportunities such as ad paid in printed media and social media.			
Staff Support Required (Completed by staff): 10 hours for Staff Liaison in 2021, 10 hours for Communications Staff in 2020 for Community Conversation			
Liaison Comments: The HRRC would like to host a Sharing Values, Sharing Communities that does not have a topic already assigned to the work plan. They would like to define a topic that is relevant to the community to the date of the event.			
City Manager Comments:			
Progress Q1:			
Progress Q2:			
Progress Q3:			
Progress Q4:			

Initiative # 2	Initiative Type <input type="checkbox"/> Project <input checked="" 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)		
Initiative Title Coordinate Days of Remembrance Recognition	Deliverable Event and/or Action	Leads	Target Completion Date April/May 2022
Budget Required: (Completed by staff) There is funding available for outside marketing opportunities such as ad paid in printed media and social media.			
Staff Support Required (Completed by staff): Hours by Staff liaison: 20 Communications / marketing support: 10			
Liaison Comments: The Days of Remembrance Event 2021 was a hybrid event, which had about 35 people attend the event in-person and 411 views as of 9.24.2021.			
City Manager Comments:			
Progress Q1:			
Progress Q2:			
Progress Q3:			
Progress Q4:			

Initiative # 3	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)		
Initiative Title Bias Offense & Incident Response Plan Review and meet with police department representative quarterly for updates.		Deliverable	Leads
Target Completion Date December 2022			
Budget Required: (Completed by staff) Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
Staff Support Required (Completed by staff): Hours by Staff liaison: 10			
Liaison Comments: The Bias Event Response Plan was approved by City Council on 5/4/2021. In previous			
City Manager Comments:			
Progress Q1:			
Progress Q2:			
Progress Q3:			
Progress Q4:			

Initiative # 4	Initiative Type <input type="checkbox"/> Project <input checked="" 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)		
Initiative Title Tom Oye Award: Coordinate and select one recipient for the 2021 Tom Oye Award.		Deliverable Planning and awarding of Tom Oye Award	Leads
Target Completion Date December 2022			
Budget Required: (Completed by staff) There is funding available for outside marketing opportunities such as ad paid in printed media and social media.			
Staff Support Required (Completed by staff): How many hours of support by the staff liaison? Communications / marketing support?			
Liaison Comments: In the previous year, HRRC has received 7 applications which acknowledged the human rights work in the Edina community. The group of Rebecca Sorensen, Rachel Adegbenro and the Edina High School Black Student Union were the recipient of the 2020 Tom Oye Award.			
City Manager Comments:			
Progress Q1:			
Progress Q2:			
Progress Q3:			
Progress Q4:			

Initiative # 5	Initiative Type <input type="checkbox"/> Project <input type="checkbox"/> Ongoing / Annual <input type="checkbox"/> Event Council Charge <input checked="" type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)		
Initiative Title 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.	Deliverable	Leads	Target Completion Date December 2022
Budget Required: (Completed by staff) Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
Staff Support Required (Completed by staff): How many hours of support by the staff liaison? Communications / marketing support?			
Liaison Comments: A new work plan initiative for the HRRC.			
City Manager Comments:			
Progress Q1:			
Progress Q2:			
Progress Q3:			
Progress Q4:			

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 type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input checked="" type="checkbox"/> 4 (Review & Decide)		
Initiative Title Partner with Arts & Culture Commission and external community partners to host a Juneteenth event in Edina	Deliverable	Leads	Target Completion Date June 2022
Budget Required: (Completed by staff) Are there funds available for this project? If there are not funds available, explain the impact of Council approving this initiative.			
Staff Support Required (Completed by staff): How many hours of support by the staff liaison? Communications / marketing support?			
Liaison Comments: Staff members are currently brainstorm ideas for the event in 2022. HRRC has indicated they would like to support and plan the event if there is a fellow commission interested in leading the event.			
City Manager Comments:			
Progress Q1:			
Progress Q2:			
Progress Q3:			
Progress Q4:			

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.)

- Ageism: helping community understand, how to mitigate it, educate and assess

- Felony Rights and Education: Public education, voting rights access