

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

**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 2465 947 2164**

**Tuesday, January 25, 2022**

**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 December 7, 2021
- V. Reports/Recommendations
  - A. Solicitation for Speaker
  - B. Edina Community Foundation's (ECF) Connecting with Kids Leadership Award
  - C. Advisory Communication to City Council
  - D. 2022 Work Plan
- VI. Chair And Member Comments
- VII. Staff Comments
- VIII. 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:** January 25, 2022

**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  
December 7, 2021

Action

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### **ACTION REQUESTED:**

Approve minutes from HRRC December 7, 2021 meeting

### **INTRODUCTION:**

### **ATTACHMENTS:**

12.07.21 HRRC Minutes



Minutes  
City of Edina, Minnesota  
Human Rights & Relations Commission

Edina Public Works Building, Multi-Purpose Rm  
December 7, 2021, 5:30 p.m.

## I. Call To Order

Chair Epstein called the meeting to order at 5:35 p.m.

## II. Roll Call

Answering Roll Call: Chair Epstein, Commissioners Edwards, Felton, Guadarrama, Ross, Segall, Bennett, and Stringer Moore

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

Absent: Student Commissioner Lichtenberger and Mirza; Commissioner Ismail

## III. Approval of Meeting Agenda

**Motion by Commissioner Bennett to approve the December 7, 2021 meeting agenda, seconded by Commissioner Felton. Roll call vote. Motion carried.**

## IV. Approval of Meeting Minutes

Commissioners indicated the following changes to the draft minutes:

- Correction of Commissioner Bennett last name on Roll Call.
- Correction of call to order statement to remove “ *Chair Epstein shared information for virtual meeting guidelines for Commissioners and those watching or listening in to the meeting*”.
- Correct location of meeting to read “ *Edina Public Works Building, Multi-Purpose Rm*”.

**Motion by Commissioner Segall to approve the November 16, 2021 meeting minutes, seconded by Commissioner Bennett. Roll call vote. Motion carried.**

## V. Special Recognitions & Presentations

- A. Edina Public Schools Superintendent Dr. Stacie Stanley introduces herself to the Commission and gives an update on the district policies and future initiatives.

## VI. Reports/Recommendations

### A. Green Print Submission

- The Commission has received 1 green print application submission.

**Motion by Chair Epstein to approve the Green Print application, seconded by Commissioner Stringer Moore. Motion carried.**

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

- All initiatives for the 2021 Human Rights & Relations Commission Work Plan have been completed.

**VII. Chair and Member Comments**

- Received

**VIII. Staff Comments**

- Received

**IX. Adjournment**

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

**Meeting adjourned at 6:31 p.m.**



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**Date:** January 25, 2022

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

**To:** Human Rights and Relations Commission

**Item Type:**

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

**Item Activity:**

**Subject:** Solicitation for Speaker

Discussion

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### ACTION REQUESTED:

#### INTRODUCTION:

Members of the HRRC are asked to assist in the curation of potential speakers list for future Commission meetings.



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**Date:** January 25, 2022

**Agenda Item #:** V.B.

**To:** Human Rights and Relations Commission

**Item Type:**

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

**Item Activity:**

**Subject:** Edina Community Foundation's (ECF) Connecting  
with Kids Leadership Award

Discussion

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**ACTION REQUESTED:**

**INTRODUCTION:**



## CITY OF EDINA

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**Date:** January 25, 2022

**Agenda Item #:** V.C.

**To:** Human Rights and Relations Commission

**Item Type:**

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

**Item Activity:**

**Subject:** Advisory Communication to City Council

Discussion

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### ACTION REQUESTED:

#### INTRODUCTION:

Commissioner Stringer Moore will introduce to the Commission a possible topic for advisory communication to the City Council.



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**Date:** January 25, 2022

**Agenda Item #:** V.D.

**To:** Human Rights and Relations Commission

**Item Type:**

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

**Item Activity:**

**Subject:** 2022 Work Plan

Discussion

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### **ACTION REQUESTED:**

The Commission will discuss initiative updates for the 2022 workplan.

### **INTRODUCTION:**

### **ATTACHMENTS:**

Bias Event Response Plan

2022 Work Plan



# City of Edina Bias Event Response Plan

## INTRODUCTION:

The Edina Human Rights and Relations Commission (HRRC) drafted the Bias Offense Response Plan (the Plan), proposed the Plan to the Edina City Council (City Council), and the City Council adopted the Plan on May 5th, 1997. The City Council directed the HRRC to review the Plan at least once per year and provide recommended amendments as needed. In 2021, HRRC proposed to include the definitions of bias, bias event, bias offense and bias incident, which align with definition of state statute. With the addition of bias event, the Plan will be referred to as the Bias Events Response Plan.

## DEFINITIONS:

- **Bias:** A performed negative opinion or attitude toward a group of persons based on their race, religion, national origin, sex, gender, gender expression, age, disability, or sexual orientation.
- **Bias Event:** Either a bias offense or a bias incident.
- **Bias Offense:** As defined in Minnesota State Statute Section 611A.79, Subd.1 (Appendix A), conduct that would constitute a crime and was committed because of the victim's or another's actual or perceived race, color, religion, sex, sexual orientation, disability as defined in Minnesota Statutes section 363A.03, age, or national origin.
- **Bias Incident:** A bias incident is any actions committed against a person or property motivated in whole or in part by the offender's bias but does not rise to the level of a crime.

## PURPOSES:

- To establish a procedure for appropriate and timely local responses to bias events thus showing strong community support for people targeted and showing zero community tolerance within the boundaries of the City of Edina.
- To raise awareness in the community about the city's response to bias events.
- To establish a Community Resources Network (Appendix B) to be activated as needed.

## PARTNERSHIP:

The HRRC will partner with individuals and organizations in the community to provide timely and meaningful support to those who have experienced a bias event. Local community partners are identified in Appendix B, Community Resources Network.

## RESPONSE PLAN:

1. Complaints regarding bias events may be made directly to the Edina Police Department (the Police Department) but also may be made on-line on the City's website or made to other City departments, including the parks department and the Race & Equity Coordinator.

2. Subject to the limitations in the Minnesota Government Data Practices Act, Minn. Stat. Chapter 13, the Police Department will notify the Edina City Manager (City Manager) and the Race and Equity Coordinator, who will notify the HRRC Chair of a substantiated event which may constitute a bias event. The Police Department will investigate the substantiated event to determine if a crime was committed.
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.
4. Upon completion of the investigation of a bias event, the Police Department will notify the City Manager and Race and Equity Coordinator of the findings and classify the bias event as either a bias offense or bias incident.
5. If a complaint is determined to be a bias offense, the Police Department will coordinate appropriate criminal charges with the prosecuting authority. The Police Department is responsible for reporting the bias crime to the Minnesota Bureau of Criminal Apprehension.
6. The City Manager, Chief of Police, Race & Equity Coordinator, HRRC Chair and a yearly designated committee from the HRRC 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 event, 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 events occurred and will provide an annual report to the Commission.

## **APPENDIX A:**

2020: Minnesota Statutes: <https://www.revisor.mn.gov/statutes/cite/611a.79>

### **611A.79 CIVIL DAMAGES FOR BIAS OFFENSES.**

#### **§Subdivision 1. Definition.**

For purposes of this section, "bias offense" means conduct that would constitute a crime and was committed because of the victim's or another's actual or perceived race, color, religion, sex, sexual orientation, disability as defined in section 363A.03, age, or national origin.

#### **Subd. 2. Cause of action; damages and fees injunction.**

A person who is damaged by a bias offense has a civil cause of action against the person who committed the offense. The plaintiff is entitled to recover the greater of:

(1) \$500; or

(2) actual general and special damages, including damages for emotional distress.

A plaintiff also may obtain punitive damages as provided in sections 549.191 and 549.20 or an injunction or other appropriate relief.

#### **Subd. 3. Relation to criminal proceeding; burden of proof.**

A person may bring an action under this section regardless of the existence or outcome of criminal proceedings involving the bias offense that is the basis for the action. The burden of proof in an action under this section is preponderance of the evidence.

#### **Subd. 4. Parental liability.**

Section 540.18 applies to actions under this section, except that:

(1) the parent or guardian is liable for all types of damages awarded under this section in an amount not exceeding \$5,000; and

(2) the parent or guardian is not liable if the parent or guardian made reasonable efforts to exercise control over the minor's behavior.

#### **Subd. 5. Trial; limitation period.**

(a) The right to trial by jury is preserved in an action brought under this section.

(b) An action under this section must be commenced not later than six years after the cause of action arises.

#### **Subd. 6. Other rights preserved.**

The remedies under this section do not affect any rights or remedies of the plaintiff under other law.

**APPENDIX B:****Community Resources Network**

<b>ORGANIZATION</b>	<b>CONTACT</b>	<b>TELEPHONE</b>
Edina Human Rights & Relations Commission	Staff Liaison	952-826-1622
Edina Police Department	Chief of Police	952-826-1610
City of Edina	City Manager	952-927-8861
Edina City Council	Mayor	952-927-8861
Edina Public School District #273	Superintendent	952-848-4000
Richfield Public School District	Superintendent	612-798-6000
Hopkins Public School District	Superintendent	952-988-4000
Edina Chamber of Commerce	Executive Director	952-806-9060
Hennepin County	County Attorney	612-348-5550
Professional Mediation Organizations	Call the Human Rights and Relations Staff Liaison for resource list	952-926-1622
Minnesota Department of Human Rights	Commissioner	651-539-1100

**Plan Updated History: 1994, 1997, 2003. 2008, 2011, 2014, 2015, 2016, 2017, 2021,**



## Commission: Human Rights and Relations Commission 2022 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 Sharing Values, Sharing Communities Event. Determine topic at least four months in advance of the scheduled event	<b>Deliverable</b> Event	<b>Leads</b> Bennett, Guadarrama, Segall, Mirza	<b>Target Completion Date</b> October 2022
<b>Budget Required: (Completed by staff):</b> There is funding available for outside marketing opportunities such as ad paid in printed media and social media.			
<b>Staff Support Required (Completed by staff):</b> 10 hours for Staff Liaison in 2021, 10 hours for Communications Staff in 2020 for Community Conversation			

<b>Initiative # 2</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 to be held in alignment with the United States 2022 commemoration date.	<b>Deliverable</b> Event and/or Action	<b>Leads</b> Epstein, Stringer-Moore, Mirza, Lichtenberger	<b>Target Completion Date</b> April/May 2022
<b>Budget Required: (Completed by staff)</b> There is funding available for outside marketing opportunities such as ad paid in printed media and social media.			
<b>Staff Support Required (Completed by staff):</b> Hours by Staff liaison: 20 Communications / marketing support: 10			

<b>Initiative # 3</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)		
Respond to Bias events as described by the Bias Event Plan and receive updates from the Police Department Quarterly.	<b>Deliverable</b> Continue Bias events response plan and track how many times the plan is initiated	<b>Leads</b> Epstein, Guadarrama	<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> Hours by Staff liaison: 10			

<b>Initiative # 4</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)		
Tom Oye Award: Coordinate and select one recipient for the 2022 Tom Oye Award.	<b>Deliverable</b> Planning and awarding of Tom Oye Award	<b>Leads</b> Felton, Mirza	<b>Target Completion Date</b> December 2022
<b>Budget Required: (Completed by staff)</b> There is funding available for outside marketing opportunities such as ad paid in printed media and social media.			
<b>Staff Support Required (Completed by staff):</b> How many hours of support by the staff liaison? Communications / marketing support?			

<b>Initiative # 5</b>	<b>Initiative Type</b> <input checked="" type="checkbox"/> Project <input type="checkbox"/> Ongoing / Annual <input type="checkbox"/> Event <b>Council Charge</b> <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)		
<b>Initiative Title</b> Study and report on a City facility naming policy/criteria	<b>Deliverable</b> Report to Council	<b>Leads</b> Stringer Moore, Segall, Bennett, Mirza,	<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>Initiative # 6</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 checked="" type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)		
Following completion of staff development of internal process, assist staff with the promotion of city Form to Report Bias or Discrimination.	<b>Deliverable</b> Feedback and support to staff.	<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>			

**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

- Assess how the City of Edina can continue to recognize and celebrate the diversity in our community and propose actions [for the City and/or volunteers] to implement, including for example, displays in Edina City Hall which recognize culturally significant holidays and flags or other symbols which recognize the many diverse cultures in Edina.