

**Agenda**  
**Human Rights and Relations Commission**  
**City Of Edina, Minnesota**  
**Community Room, City Hall**

**Tuesday, September 20, 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 August 23, 2022
- V. Special Recognitions And Presentations
  - A. Introduction of New HRRC Student Commissioners
- VI. 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.*

- VII. Reports/Recommendations
  - A. Edina Community Council Commission Liaison
  - B. 2022 Human Rights & Relations Commission Work Plan Update
  - C. 2023 HRRC Work Plan Development
- VIII. Chair And Member Comments
- IX. Staff Comments
- X. 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 20, 2022

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

**To:** Human Rights and Relations Commission

**Item Type:**

**From:** Gillian Straub, City Management Fellow

**Item Activity:**

**Subject:** Minutes: Human Rights & Relations Commission  
August 23, 2022

Action

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### **ACTION REQUESTED:**

Approve minutes from August 23, 2022, HRRC meeting.

### **INTRODUCTION:**

Draft minutes will be added to the agenda packet Tuesday morning.

### **ATTACHMENTS:**

HRRC Minutes: August 23, 2022



Minutes  
City Of Edina, Minnesota  
Human Rights & Relations Commission

Edina City Hall, Community Room  
August 23, 2022, 7 p.m.

## **I. Call to Order**

Chair Epstein called the meeting to order at 7:04 p.m.

## **II. Roll Call**

Answering Roll Call: Chair Epstein; Commissioners Pastrana, Missaghi, Segall, Bennett, Stringer Moore, and Guadarrama; and Student Commissioner Lichtenberger.

Staff Present: Heidi Lee, Race & Equity Manager; Gillian Straub, City Management Fellow.

Absent: Commissioners Ismail and Felton; Student Commissioner Mirza.

## **III. Approval of Meeting Agenda**

**Motion by Commissioner Stringer Moore to approve the August 23, 2022, meeting agenda, seconded by Commissioner Pastrana. Motion carried.**

## **IV. Approval of Meeting Minutes**

**Motion by Commissioner Bennett to approve the July 26, 2022, meeting minutes, seconded by Commissioner Stringer Moore. Motion carried.**

## **V. Community Comment**

- Commissioners discussed upcoming HRRC meeting speakers.
  - Commissioners Guadarrama and Bennett to invite Richfield Mayor Maria Regan Gonzalez to speak at the November meeting.
  - Staff Liaison Lee to invite a representative of Edina Public Schools or the Edina School Board to speak at the December meeting.

## **VI. Reports/Recommendations**

### **A. 2022 Human Rights & Relations Commission Work Plan Update**

- The Commission discussed the Work Plan with the following updates:
  - Initiative #1: Coordinate Sharing Values, Sharing Communities Event
    - Provided update that marketing plan has been developed.
    - Discussed measuring success for the event.
  - Initiative #2: Coordinate Days of Remembrance to be held in alignment with the United States 2022 commemoration date
    - Event held on May 22, 2022.

- Green Sheet conversation will be discussed in November 2022.
- Initiative #3: Respond to bias events as described by the Bias Event Plan and receive updates from the Police Department quarterly.
  - Police Chief reported bias offenses at July meeting.
- Initiative #4: Tom Oye Award
  - No update.
- Initiative #5: Study and report on City facility naming policy/criteria
  - No update.
- Initiative #6: Following completion of the staff development of internal process, assist staff with the promotion of City's Form to Report Bias or Discrimination.
  - Staff Liaison Lee will communicate directly with the committee about progress.

## **B. 2023 HRRC Work Plan Development**

- The Commission reviewed the 10 items remaining from the July 2022 meeting, with the goal of reducing or consolidating to a list of 5 to 6 initiatives. The Commission also discussed the need to integrate the Climate Action Plan (CAP).
  - Initiative 1 – Sharing Values, Sharing Communities Event
    - Commission supports this initiative to be on the 2023 work plan.
  - Initiative 2 – Coordinate Days of Remembrance to be held in alignment with the United States 2023 commemoration date.
    - Commission supports this initiative to be on the 2023 work plan.
  - Initiative 3 – Bias and discrimination event response.
    - Commission supports this initiative to be on the 2023 work plan.
  - Initiative 4 – Tom Oye Award
    - Commission supports this initiative to be on the 2023 work plan.
  - Initiative 5 – Climate Action Plan: LF-14: Support existing school & community gardens to expand growing spaces with a focus on locating gardens to serve youth, immigrants, lower incomes and/or food insecurity.
    - Commission will engage with the Climate Action Plan through HS 4-3 instead of LF-14. LF-14 will be replaced on the 2023 Work Plan with initiative HS 4-3: Support, leverage create relationships with, and enhance community networks and connections for those who require special attention, such as people who are elderly, homebound, disabled, isolated, or those likely to be in need of financial assistance during or after extreme weather events.
    - Commission intends to study and report on this initiative.
  - Initiative 7 – Raising awareness of wage theft, tax fraud, OSHA violations and human trafficking.
    - Commission discussed various ways to raise awareness of these issues including events or a task force.
    - Commission will continue to discuss this as a potential initiative for the 2023 work plan.

Student Commissioner Mirza arrived at 8:15 p.m.

- Initiative 8 – Developing metrics on policing data.
  - Chair Epstein summarized Police Chief Milburn’s update that systems for enhanced demographic tracking would be implemented in quarter one 2023.
  - Commissioners Missaghi and Pastrana will draft language and deliverables for a proposed study and report initiative combined with Initiative 9 for the September 20<sup>th</sup> meeting.
- Initiative 9 – Study and report on police oversight committee: current state, recommendation to City Council.
  - Chair Epstein and Staff Liaison Lee summarized Police Chief Milburn’s comments at the July 2022 HRRC meeting, including the POST board, the complaints process, and updated live reporting processes.
  - Commissioner Missaghi and Pastrana will draft language for a proposed study and report initiative combined with No.8 for the September 20<sup>th</sup> meeting.
- Initiative 10 – Ageism: helping the community understand, how to mitigate it, educate and assess
  - Commission removed this initiative from the 2023 work plan after changing Initiative 5 to deal with issues related to the elderly.
  - Commission may continue discussing ageism as a potential initiative for future work plans.
- Initiative 11 – Reparations, what other cities are doing.
  - Commission will continue to discuss this as a potential initiative for the 2023 work plan.

## **VII. Chair and Member Comments**

- Received.

## **VIII. Staff Comments**

- Received.

## **IX. Adjournment**

**Motion by Commissioner Segall to adjourn the meeting, seconded by Commissioner Pastrana. Motion carried.**

**Meeting adjourned at 8:55 p.m.**



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**Date:** September 20, 2022

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

**To:** Human Rights and Relations Commission

**Item Type:**

Other

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

**Item Activity:**

**Subject:** Introduction of New HRRC Student Commissioners

Information

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### ACTION REQUESTED:

None.

### INTRODUCTION:

The introduction of new HRRC Student Commissioners Lily Ahluwalia and Dia Jain.



## CITY OF EDINA

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**Date:** September 20, 2022

**Agenda Item #:** VII.A.

**To:** Human Rights and Relations Commission

**Item Type:**  
Report and Recommendation

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

**Subject:** Edina Community Council Commission Liaison

**Item Activity:**  
Discussion, Information

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### **ACTION REQUESTED:**

None.

### **INTRODUCTION:**

The Edina Community Council is an advisory council for the Edina Resource Center and decision-making body for the Edina Family Services Collaborative. The Edina Community Council focuses on community needs of families, youth and seniors. A member from the HRRC has served on the council to provide feedback from a community and Commission perspective.





## CITY OF EDINA

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**Date:** September 20, 2022

**Agenda Item #:** VII.B.

**To:** Human Rights and Relations Commission

**Item Type:**  
Report and Recommendation

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

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

**Item Activity:**  
Discussion, Information

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### ACTION REQUESTED:

None.

### INTRODUCTION:

The Commission will discuss initiative updates for the 2022 workplan.

### ATTACHMENTS:

2022 HRRC Work Plan Updated 9.16.22



## 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, Ismail, 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			
4.22.22: Committee has started generating ideas and speakers for the event.			
5.24.22: Date for event, location, and title has been selected. October 2 at City Hall, "How to Stop the Hate"			
7.26.22: Donte Curtis has been approved as consultant/facilitator for event. Subcommittee will continue to invite speakers, create agenda and recommend marketing actions.			

<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> Stringer-Moore, Epstein, Lichtenberger, Mirza	<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			
2.18.22: Tentative dates of 4.24 or 5.1 have been decided and City Hall has been reserved. Sub-committee will meet on 2.19 to plan.			
3.18.22: Committee looking for speakers and date of event will be determined when a speaker is decided on.			
3.22.22: HRRC approved format to historical context, student panelist, restorative practices, and listen to stories of Holocaust survivors.			
4.22.22: 2022 Days of Remembrance event will be held virtually on Sunday, May 22 at 2pm with Eva Moreimi as the guest speaker. Marketing and press release are being worked on.			
5.24.22: Days of Remembrance event held on May 22. <b>COMPLETED</b>			

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)		
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> <b>Epstein, Guadarrama, Ismail, Missaghi</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> Hours by Staff liaison: 10			
<b>2.18.22:</b> Police Chief will provide updates on February, April, July and October meetings.			
<b>4.22.22:</b> Updates from Police Department and Q &A on department work plan items have taken place in February and April.			
<b>7.26.22:</b> Police Chief Milburn and Community Engagement Officer Jepson attended July 2022 meeting.			

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)		
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> <b>Felton, Mirza, Pastrana</b>	<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>4.22.22:</b> Planning for Tom Oye Award will start in August.			
<b>8.19.22:</b> Committee emailed poster, application and marketing information to feedback to Staff Liaison.			

<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> <b>Bennett, Stringer</b> <b>Moore, Segall, Mirza.</b> Litchenberger	<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>3.22.22:</b> Committee has started research and will be meeting to discuss findings.			
<b>6.28.22:</b> Committee continues to meet and will start writing study results and report to Council.			

<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>Felton, Pastrana,</b> Missaghi	<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>			
<b>3.22.22:</b> Staff have been researching and developing process.			
<b>7.22.22:</b> Staff continue to develop process, create staff resources, technology and review internal documents such as correspondence letters to public.			
<b>9.6.22:</b> Staff emailed committee to schedule a check-in meeting.			

**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.



## CITY OF EDINA

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**Date:** September 20, 2022

**Agenda Item #:** VII.C.

**To:** Human Rights and Relations Commission

**Item Type:**  
Report and Recommendation

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

**Subject:** 2023 HRRC Work Plan Development

**Item Activity:**  
Action, Discussion

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### ACTION REQUESTED:

Approve 2023 Human Rights & Relations Commission Work Plan proposal.

### INTRODUCTION:

The HRRC will need to finalize and approve their 2023 Work Plan proposals. 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:

2023 HRRC Work Plan Proposal

BC - 2023 CAP Menu Memo



# Commission: Human Rights and Relations Commission

## 2023 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> Plan and host a Sharing Values, Sharing Communities Event in 2023	<b>Leads</b>	<b>Target Completion Date</b> October 2023
<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 # 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 2023 commemoration date. Potential need for amended resolution if topic is broadened to include additional events of genocide.	<b>Deliverable</b> Plan and host a 2023 Days of Remembrance Event	<b>Leads</b>	<b>Target Completion Date</b> April 2023
<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 # 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)		
Bias and discrimination event response <ul style="list-style-type: none"> <li>• Code violations</li> <li>• Continue quarterly meetings with Edina Police Department</li> <li>• Review Bias Events Response Plan</li> </ul>	<b>Deliverable</b>	<b>Leads</b>	<b>Target Completion Date</b> December 2023
<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 # 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 2023 Tom Oye Award	<b>Deliverable</b> Planning and awarding of Tom Oye Award	<b>Leads</b>	<b>Target Completion Date</b> December 2023
<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 # 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)		
Climate Action Plan HS 4-3: Support, leverage create relationships with, and enhance community networks and connections for those who require special attention, such as people who are elderly, homebound, disabled, isolated, or those likely to be in need of financial assistance during or after extreme weather events (heat, cold and heavy precipitation).	<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 # 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 type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)		
Raising awareness of wage theft, tax fraud, OSHA violations, and human trafficking	<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 # 7</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)		
Research and report upon potential models for Edina residents to review, comment on, and make recommendations for changes to the policies and procedures of local law enforcement.	<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 # 8</b>	<b>Initiative Type</b> <input 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)		
Study & report what other cities are doing to provide reparations	<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 # 9</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 checked="" type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)		
Provide community perspective and feedback to the City's Racial Equity Advancement Team (REAT) on the planning of the Juneteenth event in 2023.	<b>Deliverable</b>	<b>Leads</b>	<b>Target Completion Date</b> June 2023
<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.)
Ageism: helping community understand, how to mitigate it, educate and assess
With a focus on equity, study and report on location and features of, and access to, City facilities (i.e., parks and recreational facilities, community gardens, meeting rooms, and transportation facilities including sidewalks and bicycle facilities)

**Department Name**

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**Date:** 06/01/2022  
**To:** Edina Boards and Commissions  
**From:** Grace Hancock, Sustainability Manager  
**Subject:** Edina Commission Climate Action Menu: 2023 Work Plan options  
**Attachment:** 2023 Commission Climate Action Menu

**Background:** The City's first [Climate Action Plan](#) (CAP) was approved at the end of 2021 with 36 strategies supported by 200 actions. The CAP identifies the City's GHG emission reduction target of 45% below 2019 levels by 2030 and achieve net zero emissions by 2050. The CAP's goal is to help those who live and work in Edina imagine and achieve a future where the Earth and all who live on it thrive.

For more information, the Climate Action Plan was the subject of a 2021 Town Talk, viewable here: [https://www.bettertogetheredina.org/town-talks/forum\\_topics/sustainability-climate-action-plan](https://www.bettertogetheredina.org/town-talks/forum_topics/sustainability-climate-action-plan)

In 2022, City staff kicked off the implementation of the CAP, undertaking ~60 actions, along with a few actions led by Commissions. With feedback from the Energy and Environment Commission, the Sustainability Division has informed City Council that it will ask that each Commission consider adding a Climate Action to its 2023 work plan.

Attached is a refined list of Climate Actions that are suitable for Commission leadership. Some have been identified as especially suitable for certain Commissions, but all are available for all Commissions to consider for their 2023 work plan. These actions were chosen based on the nature of Commission work – resident volunteers who advise Council based on their Commission Charge. The intent for any Climate Action undertaken by a Commission is to study the issue and identify what's possible for Council to consider as next steps. It is not expected that Commissions accomplish the Action within one year, rather it is hoped that Commissions can lend their resident perspective and expertise to make meaningful contributions to the progress of any action they choose to undertake.

**Action Requested:** Commissions should discuss the Climate Action Menu as part of their 2023 work plan development process. Commissions should consider including one Climate Action in their 2023 work plan, and be prepared to mention how their work aligns with the Climate Action Plan when presenting to City Council. For clarifying questions related to any Climate Actions, Commission Chairs should contact the EEC Chair and/or Vice Chair.

EEC Chair: Hilda Martinez, [hildakimx99@gmail.com](mailto:hildakimx99@gmail.com)  
EEC Vice Chair: Michelle Horan, [mhoran00@gmail.com](mailto:mhoran00@gmail.com)

## Edina Commission Climate Action Menu: 2023 Work Plan options

Strategy	Action	Potential Commission Work Plan
Buildings & Energy 1-5	Partner with local organizations and businesses to educate the public and promote the adoption of energy efficiency habits like purchasing high-efficiency equipment, turning the lights off in unused spaces and at night, having efficient indoor temperature control, and promote home energy audits among their staff and students.	
BE 1-7	Create a welcome packet for new businesses and residents, which will provide information on all the energy efficiency improvement resources and opportunities.	
BE 1-13	Establish a performance ratings/labeling program for all homes listed for sale or rent so that owners, tenants and prospective buyers can make informed decisions about energy costs and carbon emissions. Rating program to require Energy Audit/Energy Efficiency Program participation.	EEC
BE 4-2	Partner with institutions and businesses within Edina to secure commitments to reduce operational greenhouse gas emissions in line with the goals of this Climate Action Plan, achieving carbon neutrality by 2050.	
BE 4-5	Create an educational program to inform residential and commercial properties about renewable energy opportunities including technologies that eliminate on-site fossil fuel use.	
Economic Development CE 1-4	Promote Edina as an environmentally friendly destination by highlighting the businesses that are taking steps to reduce resource consumption (Green Business Recognition program).	EEC
Greenspace GS 1-4	Update City's Landscape ordinance to include a minimum tree coverage per lawn area or per impervious surface coverage for all new construction or expansion projects. Explore options for decrease of turf grass/lawn coverage and increase of wildflower/prairie grass coverage requirements.	
GS 1-7	Prioritize planting and preservation of native species of plants and trees and species of plants and trees adaptive to climate change on public and private property through education, incentives and other promotional programs. <i>Ensure that landscaping requirements articulated in the zoning code include the preservation of the maximum possible number of existing trees, the use of native plantings and the preservation of natural areas whenever possible.</i>	
GS 2-2	Remove and ease lawn/grass requirements in ordinances.	
GS 2-6	Establish a policy to require the use of native plants in landscaping at City-owned properties. Continue natural vegetation conversion for passive park areas. Add 110 Acres of native plant and pollinator restoration area on City Property by 2040.	EEC
GS 2-7	Establish a policy and identify, create, and promote incentives to assist homeowners and households with low incomes by covering some of the cost of converting traditional lawns by planting pollinator friendly food gardens, permaculture, wildflowers, clover or native grasses in an effort to slow the collapse of the state's bee population.	
GS 2-8	Develop educational and informational resources providing information on benefits of and strategies for reduced and repurposed lawn space including: native plantings, "carbon gardening" strategies for ornamental gardens, and produce gardens, tree profile rebuilding, elimination of synthetic fertilizer and pesticide use, high mow deck settings, use of biochar amendments, polyculture lawn mixture and other beneficial greenspace practices included in this CAP.	
Environmental Health HS 2-2	Add climate preparedness elements to public health programs already aimed at vulnerable populations and low-income households and dedicate increased funding to accommodate demand for public health services among at-risk populations.	CHC
HS 4-3	Support, leverage create relationships with, and enhance community networks and connections for those who require special attention, such as people who are elderly, homebound, disabled, isolated, or those likely to be in need of financial assistance during or after extreme weather events (heat, cold and heavy precipitation).	CHC
Local Food LF 1-2	Support existing school and community gardens and provide opportunities to expand community growing spaces with a focus on locating garden infrastructure to serve youth, immigrant, and people with lower incomes or who are experiencing food insecurity. Community growing and garden spaces may include use of park space, unused city owned space, or public right of way/boulevard areas. Program should prioritize conversion of impervious spaces to garden space and preservation/increase of overall green space benefit. Provide on-going promotion, communication, and education of the sites and opportunities including appropriate translated and accessible content.	
LF 1-4	Incentivize and reward soil best management practice for urban lawns, gardens, landscaping, parks, open spaces, prairies, environmentally sensitive areas, and agricultural land uses.	EEC
LF 4-2	Establish an Green Business Refrigeration upgrade cost sharing incentive program providing a 25% matching grant for qualified buildings and applicants to switch to green refrigeration practices.	EEC
Transportation & Land Use TL 3-2	Eliminate parking minimums to reduce surface parking and institute new parking pricing models to maintain 85% utilization (performance-based parking, off-street parking tax, dynamic pricing, etc.)	PC/ETC
TL 3-7	Allow and encourage the construction of accessory dwelling units ("ADU") to increase rental opportunities in both established neighborhoods and new development. This will add additional housing options for the City's workforce, seniors, families with changing needs, and others for whom ADUs present an affordable housing option.	PC
TL 4-5	Develop incentive and educational programs to transition lawn care companies and homeowners from using fuel-burning lawn equipment (e.g., lawn mowers, blowers) to electric.	EEC
TL 1-5	Establish a branded communications campaign to promote increased alternative transportation use, with a particular focus on short distance trips (ie <2 miles) including school and other daily commutes.	ETC
Waste WM 1-2	Support collaborative consumption community projects, such as neighborhood compost projects, tool libraries, and repair cafes through mini-grant programs.	
WM 2-3	Conduct an organics waste collection pilot project with a sample of City businesses to test the interest, methodology, and amount of commercial food waste that would need to be accommodated by a commercial organics collection program. Explore possible incentives for food retailers, restaurants, and institutions to participate in food waste reuse and recycling programs.	
WM 3-2	Explore a requirement that all waste be recycled or salvaged at large construction sites.	
WM 4-5	Promote and partner to support a Fix It Fair at the Library and create a resource list for reuse.	
W 1-3	Facilitate reduction of water use by top customers annually through an opt-in water reduction program targeting water reduction goals of 20% or more per site. Offer free technical resources to large institutions and businesses to identify specific opportunities for employees or customers to conserve water and incorporate water efficiency into internal operations. Program can be coordinated with the City's Waste Audit and Diversion Assistance program. Goal: 30 business water use audits completed annually with customers engaged in measuring and reducing water consumption.	
W 1-6	Conduct a Water Conservation "challenge" campaign ask participants to reduce water consumption through water use behavior change strategies, irrigation system utilization, and replacement of fixtures like shower heads with WaterSense certified fixtures.	
WM 1-3	Explore options for waste hauling improvements supporting CAP goal achievement, including modifications to City's existing licensure process and requirements as well as organized waste hauling strategies.	