



Human Rights, Inclusion and Engagement Commission Agenda

Wednesday, March 15, 2023

6:30 PM

City Council Chambers

Members of the public who wish speak during public comment or an agenda item during this meeting can do so virtually by registering at www.cityofroseville.com/attendmeeting

(Times are Approximate – please note that items may be earlier or later than listed on the agenda)

- 1. Call to Order/Roll Call**
- 2. Approve Agenda**
- 3. Receive Public Comment**
- 4. Commission Response to Community Issues**
- 5. Approval of Meeting Minutes**
6:50 PM a. Draft Meeting Minutes - February 15, 2023
- 6. Commissioner Outreach and Engagement**
- 7. Business Items**
7:00 PM a. 2022-23 HRIEC Work Plan Review
7:40 PM b. Discussion - Affirm, Celebrate, Amplify
- 8. Other Business**
8:00 PM a. Staff Report
- 9. Announcements**
- 10. Future Agenda Items**
- 11. Adjourn**

**Roseville Human Rights, Inclusion and Engagement Commission
Agenda Item**

DATE: March 15, 2023

ITEM: 5.a.

ITEM DESCRIPTION: Draft Meeting Minutes - February 15, 2023

Background

Recommendation

Attachments

1. HRIEC Draft Mintues 02.15.2023

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **DRAFT – February 15, 2023 - DRAFT**
4

5
6 **Commissioners Present:** Etienne Djevi, Richard James, Kathryn Macomber, Laura
7 Palmquist, Amanda Becker, and Adepeju Solarin (Peju).

8
9 **Youth Commissioners:** None

10
11 **Commissioners Absent:** Keith Allen, and David Sindiga (excused)

12
13 **Staff Present:** Thomas Brooks, Equity and Inclusion Manager

14
15 **Call to Order/Roll Call**

16
17 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to
18 order at 6:30 p.m.

19
20 **Approve Agenda**

21
22 Commissioner James moved and Commissioner Macomber seconded a motion to approve the
23 Agenda as presented. Motion passed unanimously.

24
25 **Public Comment on Items Not on Agenda**

26
27 **Commission Response to Community Issues**

28
29 **Approve Minutes**

30
31 **a. January 18, 2023 Human Rights, Inclusion and Engagement Commission**

32
33 Mr. Brooks noted a change he received from Commissioner Macomber before the meeting that
34 he changed in the minutes in the packet.

35
36 Commissioner Macomber moved and Commissioner Peju seconded a motion to approve the
37 January 18, 2023 Human Rights, Inclusion and Engagement Commission meeting minutes as
38 amended. Motion passed unanimously.

39
40 **New Business**

41
42 **a. Essay and Art Contest Discussion**

43 Chair Palmquist indicated the Commission received one entry that was submitted and
44 in the packet.

46 Commissioner James thought the entry was exceptionally good and thought the
47 Commission should keep track of this person to try to have them join as a Youth
48 Commissioner when they get to high school.

49
50 Commissioner Peju noted on Monday they met with someone who won the essay
51 contest twice in a row and would be interested in being on the Commission.

52
53 Commissioner Becker joined the meeting at 6:39 p.m.

54
55 Commissioner Peju wondered why the essay contest is not offered to high school
56 students.

57
58 Commissioner Macomber thought it was because the contest used to be Statewide and
59 when it ended Roseville continued on with it for the middle schoolers. She noted this
60 has been that way since the beginning.

61
62 Mr. Brooks knew when he first started and had to coordinate this he got confused and
63 thought it was for high school as well. He thought maybe the Commission might
64 want to revisit this and see if it is something to do at the high school level as well.

65
66 Commissioner James explained when Beverly was a part of the Commission this was
67 discussed and she felt that adding this or asking high school students to do this the
68 City would get very little response because the high school students already have so
69 many things to do and so much pressure as it is and would not be worthwhile doing it.

70
71 Commissioner Peju indicated she was not a fan of the essay contest in general
72 because it is a lot of work but on Monday when she asked high school students about
73 it there seemed to be people who were interested in doing this. She indicated she was
74 open to whatever the Commission decides. She thought this might be another way to
75 engage with the high school students.

76
77 Commissioner James explained the only way he would continue with this contest in
78 the future is if the budget for the prizes was increased because otherwise he did not
79 think it was worth the time.

80
81 Commissioner Peju thought for high schoolers, because these students are working to
82 get into college she wondered if Commissioners Macomber and Djevi thought if a
83 part of the prize could be a member of the Commission could write a letter of
84 recommendation.

85
86 Commissioner James wondered if it was worthwhile going to the school and saying to
87 the teachers and a group of students on the student council explained the City has
88 done this for a long time and that the number of people submitting entries has
89 decreased over time for the Commission to continue it and find out what would entice
90 students to enter the contest from their perspective.

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Commissioner Peju thought on Monday there were a number of people that were interested and she thought it might be worthwhile to go again in person and find out if this contest should be opened up to high school students and recalibrated. It seems like right now there is momentum.

Commissioner James asked how the Commission should proceed because when the Commission goes in front of the City Council the Commission will need to explain one way or another if the Essay Contest should continue. He did not think the Commission had the time or energy to spend a lot of time on this due to such a small return. He noted he will not be doing much more on this after this year.

Commissioner Macomber explained the Commission did tell the City Council their thoughts and feelings on this last year so she did not think it would be a surprise to them if the Commission did not want to continue with this contest. She thought pre-COVID the teachers had more time to spend on this and included it in their curriculum and there was a lot of participation and now there does not seem to be that.

Commissioner Peju thought if the Commission went to the City Council and asked to postpone this contest for a year in order to rebuild relationships in the school and to figure out a plan the City Council would not disagree. She thought this year the Commission could spend time in the schools and build up the contest.

Commissioner James explained he would take time as the current chair of this subgroup to research and figure out what might work or whether it is totally not feasible to do it. He thought that made the most sense.

Chair Palmquist did not think that a time frame should even be put on this. She thought the City Council would be happy with the Commission being out there engaging with the community.

The Commission concurred.

Commissioner Djevi explained in the past he suggested making a book out of the top twenty entries for people to read and for the City to put in the library but that proposal did not go anywhere. He personally took the step to go and meet with the people in the school who was on board with getting the book together if the Commission was willing to do it. At that time the Commission was not at a spot to do that but that could be something to look back at.

Commissioner James remembered that and thought that was the year that COVID hit and everything stopped. He thought for him, pre-COVID and post-COVID are two different animals as far as the essay contest is concerned.

136 Commissioner Djevi explained the other thing is the Commission’s presence in the
137 school and because of COVID the Commission has not been in the school but he
138 remembered the Commission used to attend the multi-cultural festival that used to be
139 held at the school. He did not know if that was still going on but the Commission
140 was there meeting kids and talking to teachers to tell them about the essay contest and
141 might be something to go back to. Another proposal made back then was the
142 Commission did not want to just ask teachers at the beginning of the school year to
143 push kids to do the work and not thank the teachers afterwards. He wondered if the
144 Chair or Vice-Chair could send a letter to the teachers thanking them for their
145 participation.

146
147 Commissioner James thought the Commission did that last year.

148
149 Commissioner Djevi thought, in his opinion, during COVID a lot of things were put
150 on hold and hopefully going forward things are going to be good enough to return to
151 some normalcy but if the Commission does not engage with the kids on a one on one
152 basis he was skeptical that there will be better entry on the contest. He personally
153 sees the value in this.

154
155 Commissioner James explained his time is quite flexible so he could go during the
156 day into the schools and make some arrangement to teachers and students.

157
158 Mr. Brooks explained there was a lot of work that went into presenting this to the
159 teachers and pushing it and making sure students know about it. He did meet with a
160 teacher at RAS and what was talked about was the number of things that the teachers
161 are asked to do and he did not want that to deter the Commission but he would
162 recommend starting discussion with the principal’s and the superintendent but
163 probably more so the principal’s to find out what sort of feedback they receive from
164 teachers when this was promoted with the teachers. He knew this was presented as an
165 optional assignment to students. He indicated because it was optional the interest was
166 pretty low. He knew the principals were asked to do way to much as well but he
167 suggested the Commission start with the principals before putting that burden on
168 teachers.

169
170 Commissioner Peju concurred and thought it was less work for the Commission as
171 well rather than checking in with all of the teachers.

172
173 Chair Palmquist thought this will relieve the pressure from all of the teachers and
174 make it as little work for the principal’s as well.

175
176 The Commission discussed essay contest modifications such as putting the essay on
177 TikTok and using video rather than a written essay.

178
179 Commissioner James volunteered to summarize the discussion and put it in a readable
180 format to present to the City Council and to the principals. He noted he would also

181 include Mr. Brooks in order to distribute the materials to the Commission and
182 everyone else involved.

183
184 Mr. Brooks explained before moving onto the next item he needed the Commission to
185 decide what to do with the entry that was submitted.

186
187 The Commission unanimously thought the student should receive the prize for the
188 entry and have the student go before the City Council for presentation.

189
190 **b. Work Plan Discussion – Current and Future**

191 Commissioner Becker thought now would be a good time to start to make some
192 decisions around the Rosefest Parade and the invite and who to invite to walk in the
193 parade. She thought the Commission should start brainstorming with ideas on who to
194 reach out to. She noted she would be happy to spearhead this.

195
196 Mr. Brooks thought if the Commission wanted to have a spot for other Commission
197 Members he would need to know that as well.

198
199 Chair Palmquist also thought someone could attend other Commission meetings to
200 see if any Commissioners would like to be a part of the Rosefest Parade.

201
202 Chair Palmquist asked if there was any report for Proclamations Support.

203
204 Commissioner James thought the Commission needed to focus more on the workplan
205 in order to accomplish them rather than trying to work on a lot of different things
206 throughout the year. He indicated regarding proclamations he and Commissioner
207 Macomber met to review the upcoming AAPI Heritage Month proclamation for May.
208 He reviewed the proclamation with the Commission and suggested changes that were
209 made.

210
211 Mr. Brooks asked that the word “bigotry” be changed to “discrimination” in the first
212 line.

213
214 Commissioner James thought that was a good point.

215
216 Commissioner Peju appreciated the work that has been done. She thought about local
217 demographics and the only thing that she thought she was hesitant on was the great
218 work that was done with the Asian American’s because there is a difference between
219 the Asian American’s that have a country and those that do not and then specifically
220 when speaking about Roseville, it is mentioned Japanese American’s and Chinese
221 American’s and to her it feels a little arbitrary and does not relate to the fact that
222 Roseville has a large Hmong population and the recent history. She asked if the
223 Commission is ok with it, she would volunteer to send this to someone for their
224 thoughts. She thought she could get this back within 24 to 48 hours.

225

226 Commissioner James explained the Hmong community is mentioned in the sixth
227 whereas.

228
229 Mr. Brooks thought what Commissioner Peju was saying is to do another Whereas
230 clause for the Hmong community as well as one could be done for the Koran
231 community.

232
233 Commissioner James asked if each community should have a separate Whereas or
234 should the two be combined.

235
236 Commissioner Peju thought each one should have a separate Whereas because each is
237 distinctly different.

238
239 Mr. Brooks explained the information can be pulled directly from the Koran
240 proclamation that was done last year and something can be drafted for the Hmong
241 community as well.

242
243 Commissioner Djevi thanked Commissioners James and Macomber for their work on
244 this. He indicated on the last Whereas, despite all this progress, that he wanted the
245 Commission to be aware of, this is something that they started when the
246 proclamations were reviewed in 2017. The idea was to use the proclamations to try to
247 find a solution looking forward and if some of the current issues were listed in the
248 proclamation that would trigger the Council to figure out a solution to those
249 problems. He thought that was something to point out to the Commission. He
250 explained what they did back then was to try to reach out to people in different
251 communities to get their approval of the proclamations. He liked the idea of trying to
252 have input from people in the community.

253
254 Chair Palmquist thought the subgroup could work on the changes and bring the
255 updated document to the March meeting and the proclamation needed to be finalized
256 for the April City Council meeting.

257
258 Chair Palmquist indicated for Youth Engagement/Outreach, she is working on setting
259 up a meeting time. She noted she is talking mostly with principals right now but what
260 she might do is to invite Commissioner James in order to bring up the essay contest
261 information.

262
263 Commissioner Becker indicated there has been some challenges to meeting for
264 Community Outreach but felt like this is tricky to have this item on its own and felt it
265 flows across the spectrum and if anything becomes a part of the plan, it is nice to just
266 mention the upcoming events. Instead of having a yearlong calendar of events she
267 thought maybe each month to discuss upcoming events to focus on or attendance of
268 past events.

269
270 **Other New Business or Reports**

271 **a. Equity Update**

272 Equity and Inclusion Manager Brooks provided an update to the Commission on the
273 Strategic Racial Equity Action Plan 2021-24.
274

275 Mr. Brooks noted the biggest change that he will be presenting to the City Council is
276 in the third priority, Racial Equity Toolkit. He explained the City still has the toolkit
277 and still want to use it when necessary. It is a pretty thorough process and not
278 everything requires such an in-depth analysis. He did not want them to stop
279 prioritizing equity in the things they do so the City has impact racial equity statements
280 that are on all RCA's that go to the Council. It is basically a summary that includes a
281 whether or not there is a positive or negative impact, any data available to support it
282 and staff has been working on that. He really wanted to switch the focus on making
283 sure staff is getting better on writing them, are consistent and that staff is reviewing
284 those on a quarterly basis. That is a small tweak in the language throughout this
285 priority in the milestones.
286

287 Mr. Brooks noted staff is about fifty-four percent done with the SREAP and when he
288 brings this to the Council, he will be able to check off a couple more milestones.
289

290 Commissioner Macomber congratulated Mr. Brooks on the work done because it was
291 a huge amount of work that had to be done.
292

293 Commissioner James thought Mr. Brooks did a tremendous job with organizing this
294 and making sure staff worked together to get all the work done.
295

296 The Commission congratulated Mr. Brooks on all the hard work that has been done.
297

298 **b. 2022 Workforce Report**

299 Equity and Inclusion Manager Brooks reviewed the 2022 Workforce Report with the
300 Commission.
301

302 Commissioner Djevi left the meeting.
303

304 **c. Staff Updates Report**

- 305 • Commission Recruitment – Adult & Youth
 - 306 • Juneteenth Planning
 - 307 • Staffing Updates
 - 308 • All Staff and Leadership Training
- 309

310 **Announcements**

311 Mr. Brooks noted all Commissioners up for appointment will need to reinterview for the
312 positions. He noted the interviews will be March 7th.
313

314 **Future Agenda Items**

- 315 **a.** Review Commissioner buddy system for new Commissioners

316 **b. Outreach Brainstorming**

317

318 **Adjournment**

319

320 Chair Palmquist adjourned the meeting at 8:43 p.m.

321

322 Respectfully submitted,

323

324 Sue Osbeck

325 *TimeSaver Off Site Secretarial, Inc.*

City of Roseville HRIEC 2022 Work Plan					
	Essay Contest	Rosefest Parade Engagement	Proclamations Support	Youth Engagement/Outreach	Community Outreach
Lead	Richard/Beverly/Paul/Laura	Etienne/Keith/Amanda	Richard/Kathy/Paul/Etienne	Richard/Laura/David/Beverly/Ilene	Etienne/Keith/Amanda/Peju
Goal		Promote inclusivity in our community			Ask all of commission for any pre-existing relationships with those who may want to be opinion leader or liaison Rebecca resend google form linkS
April	Subgroup will work on determining best way to move forward	Amanda will work to submit application	Subgroup will continue to work to make sure commissioners are thinking ahead on proclamations support	Meeting to be setup with the Superintendent	Subgroup is to think ahead on Juneteenth, Rosefest, Community Visioning, and other engagement opportunities this Spring
May	Subgroup met with Superintendent and developed possible way in with teachers; developed question for HRIEC consideration	Application has been submitted; subgroup should work to confirm details and attendance			Subgroup is to think ahead on Juneteenth, Rosefest, Community Visioning, and other engagement opportunities this Spring
June	Question still needs to be finalized and provided to district leaders	Amanda has confirmed attendance is currently around 20. HRIEC being asked to help walk and hold additional tribal flags	Discussion is being added to June agenda; commissioners will vote on 3-4 proclamation priorities	No updates provided	No updates provided
July	Question still needs to be finalized and provided to district leaders	AIPAC walked in the parade in June	September – Hispanic Heritage Month January – Human Trafficking Awareness Month February – Black History Month May – AAPI Heritage Month	No updates provided	No updates provided
August	Essay question has been forwarded to Superintendent Loecke; HRIEC needs to follow up	Parade committee needs to determine next year's theme	Karen Martyrs' Day proclamation added by staff; Hispanic Heritage Month is next and a priority for the commission		
September					
October					
November	Essay contest submissions are due in January	On hold until next year	Staff is continuing to work through supporting proclamations; a volunteer is working on updating the display case at City Hall for Native American Heritage Month	Presentation and discussion to occur at November meeting	Presentation and discussion to occur at November meeting

January	Essay contest submissions are due in January; reminder sent to Superintendent Loecke	On hold	Staff is continuing to work through supporting proclamations; two volunteers are working on updating the display case at City Hall for Black History Month	November meeting was cancelled; discussion and plan still needed	November meeting was cancelled; discussion and plan still needed
February	One essay contest entry received	Committee is starting to think through potential parade guests	Staff is continuing to work through supporting proclamations; two volunteers are working on updating the display case at City Hall for Black History Month	Discussion continues on youth engagement opportunities	Discussion continues on youth engagement opportunities
March	\$50 and invite to May council meeting sent to participant	Committee is starting to think through potential parade guests	AAPL Proclamation is being edited	Discussion continues on youth engagement opportunities	Agenda section created for Commissioner Outreach discussion during meeting.

Asian American and Pacific Islander Heritage Month May 2023

Whereas: The City of Roseville is committed to recognizing and honoring the contributions of all members of our community; and

Whereas: In 1992, Congress passed Public Law 102-450 which annually designated May as Asian American and Pacific Islander Heritage Month; and

Whereas: The Month of May was selected to commemorate the immigration of Japanese citizens to the United States on May 7, 1843 and to mark the anniversary of the completion of the transcontinental railroad on May 10, 1869. The majority of the workers were Chinese Immigrants who were often mistreated; and

Whereas: Japanese American troops fought for freedom from tyranny abroad in World War II while their families here at home were interned simply on the basis of their ethnic origin; and

Whereas: In 1965, the Immigration and Nationality Act opened new doors of opportunity to more Asian and Pacific Islander Immigrants; and

Whereas: The end of the Vietnam War brought new Vietnamese, Cambodian, Hmong and Laotian communities to the United States of America and Minnesota; and

Whereas: There are over 20 million Asian Americans and Pacific Islanders in the United States with over 260,000 calling Minnesota home and with nearly 3500 in Roseville based on the 2020 Census; and

Whereas: Many Roseville residents identify as Asian American or Pacific Islander, particularly Hmong and Karen community members. They contribute to the vibrant community of Roseville through their rich cultures and also as business owners, educators, scientists, artists and many other ways; and

Whereas: The Hmong people began arriving in Minnesota in 1975 as refugees from the destructive wars in their homeland, in which the Twin Cities metro region has the largest concentration of Hmong people in America; and

Whereas: The Karen people have been oppressed in their homeland for decades and sought refuge in other places, with St Paul currently supporting one of the largest Karen communities in America; and

Whereas: Despite all the progress, many Asian American and Pacific Islanders continue to face persistent inequality and discrimination including barriers to equal access to education, employment, and healthcare. Asian Americans, especially those who are Muslim, Hindu or Sikh—too often face senseless violence and harassment due to the color of their skin, tenets of their faith, or merely by being Asian; and

Whereas: In 2023 Asian American and Pacific Island Heritage Month honors the theme of “Advancing Leaders Through Opportunity” and

Whereas: The City of Roseville invites all members of the Roseville Community to renew their commitment to ensuring cultural humility, racial equality, and justice by participating in activities designed to advance the cause of freedom and equality for all.

Now, Therefore Be It Resolved that the City Council hereby declares the month of May 2023 to be Asian American and Pacific Island Heritage Month in the City of Roseville, County of Ramsey, State of Minnesota, U.S.A.

In Witness whereof, I have hereunto set my hand and caused the Seal of the City of Roseville be affixed this ___th day of April, 2023.

**Roseville Human Rights, Inclusion and Engagement
Commission**

Agenda Item

DATE: March 15, 2023

ITEM: 8.A.

ITEM DESCRIPTION: Staff Updates

Background

Staff will provide updates on the following:

- **SREAP Updates**
- **Commission Recruitment –Adult & Youth**
- **Proclamation Display Case Support**
- **Juneteenth**
- **April Meeting**