



# Human Rights, Inclusion and Engagement Commission Agenda

Wednesday, March 20, 2024

6:30 PM

City Council Chambers

*(Any times listed are approximate – please note that items may be earlier or later than listed on the agenda)*

- 1. Roll Call : Becker, Bhalla, Francke, Gurung Vomhof, James, Macomber, Tidball, Williams**
- 2. Receive Public Comment**
- 3. Approval of Meeting Minutes**
  - a. Minutes 02/28/2024
- 4. Business Items**
  - a. Elect Chair, Vice Chair and Ethics Commission Representative
  - b. Debrief and provide feedback regarding potential HRIEC changes
  - c. Recognition of out-going commissioners
  - d. Work Plan Discussion
- 5. Other Business**
  - a. Staff Updates
- 6. Adjourn - 8:00 pm**

**Human Rights, Inclusion and Engagement Commission**  
**Meeting Minutes**  
**DRAFT – February 28, 2024 - DRAFT**

**Commissioners Present:** Richard James, Amanda Becker, Namit Bhalla, Elliot Francke, Jeena Gurung Vomhof, Kathryn Macomber, David Tidball, and Lori-Anne Williams

**Youth Commissioners:** None

**Commissioners Absent:** None

**Staff Present:** Rebecca Olson, Assistant City Manager

**Call to Order/Roll Call**

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

**Receive Public Comment**

The Commission received an email from Justin Page, US Department of Justice who indicated he would be interested in coming to the HRIEC to talk with the Commission about what the DOJ is doing with the human rights and how the department might be able to assist the HRIEC.

Chair James thought the HRIEC is not the type of Commission that Mr. Page perceives it to be. He indicated he did not have a problem emailing Mr. Page back regarding his email and explaining the Commission’s role in Roseville. He also thought, depending on what happens with how the Commission is going to be setup and organized, he thought it might be a good idea for the Commission to try to arrange for Mr. Page to come for a public meeting.

Commissioner Macomber was not sure if that is something the Commission could do or if it would need to come from the City or the City Manager. If the Commission were able to do that, it would be terrific to partner with the library. The library often posts things like this and have the ability to live stream them and market it in their newsletter.

Chair James thought that Do-Good Roseville could be involved as well. He asked Ms. Olson if the Commission would be permitted to do this.

Ms. Olson suggested staff reach out to Mr. Page and find out if he would be open to this and then staff could get more information and bring it back to the Commission.

**Approve Minutes**

- a. January 17, 2024 Human Rights, Inclusion and Engagement Commission**

47  
48 Commissioner Francke moved and Commissioner Williams seconded a motion to approve the  
49 January 17, 2024 Human Rights, Inclusion and Engagement Commission meeting minutes as  
50 presented. Motion passed unanimously.

51  
52 **New Business**

53  
54 **a. Update from February 12, 2024 Council Meeting Discussion**  
55 Chair James provided a recap of the February 12<sup>th</sup> Council meeting.

56  
57 Commissioner Becker arrived at 6:42 p.m.

58  
59 Commissioner Gurung Vomhof asked Chair James if he has heard from any of the  
60 Councilmembers since he talked at their meeting.

61  
62 Chair James indicated he has not heard from anybody ever.

63  
64 Commissioner Gurung Vomhof explained she has also debated about what to do  
65 because she loves the Commission and is very hopeful and she wants to continue and  
66 does not want it to collapse. She thought there is a reason why this started, and she  
67 did not think the Commission should give up. She noted she talked to Commissioner  
68 Becker and a couple of people in the City, and she personally heard that the City has  
69 hired somebody, and she is kind of excited.

70  
71 Chair James explained the Commission functions under the City Council and the  
72 Council makes the rules. The Council sets the City Code 205 and have the authority  
73 to change it and put words in that. The Commission does not but did make a  
74 recommendation to the Council based on discussion and lots of work that went into it  
75 and the Council expressed they did not think that is the way the Council thinks about  
76 it, or this is the way the Council wants it to be.

77  
78 Commissioner Gurung Vomhof asked what the Council thought or if someone from  
79 the Council could come and talk to the Commission.

80  
81 Chair James explained March 11<sup>th</sup> the Commission was supposed to have a joint  
82 meeting with the City Council and that is not happening. The Council is talking at  
83 that meeting about what they think should happen with the HRIEC. He indicated, in  
84 his opinion, the Commission is in limbo and do not have a real function other than  
85 what the Commission is functioning under now and the Commission does not know  
86 what the Council is going to say or what the Council is going to come to. He thought  
87 it is hard to imagine that the Council is going to come to a resolution on March 11<sup>th</sup>  
88 and will probably be months before a decision is made.

89

90 Chair James noted that the Commissioners coming up for reappointment will not be  
91 reappointed until this is decided by the City Council unless the individual  
92 commissioners have heard from the City regarding the reappointment.

93  
94 Ms. Olson indicated the reappointments are on the agenda for March 4<sup>th</sup> City Council  
95 meeting and Commissioner Gurung Vomhof's name is on there for reappointment.  
96 She noted she did not know what the City Council's plan is though.

97  
98 Chair James noted he is going to be at the March 11<sup>th</sup> City Council meeting, along  
99 with Commissioner Tidball. He explained if anyone else would like to go to the  
100 meeting please do. He believes it would be important to send all of the Council and  
101 the Mayor all of the Commission's questions. He wants to know what the  
102 Commission will do after March 31<sup>st</sup>. He thought that is one of the things that needs  
103 to be presented to them before the Council starts talking about how they see the  
104 Commission evolving and going on. The other thing is that in talking to one of the  
105 Councilmembers about what the Commission is planning on doing with a functioning  
106 calendar and monthly work to be done the Councilmember said they never heard that  
107 before. There is a big gap between what the Commission does and what the Council  
108 knows, and he did not think the Council actually knows what the HRIEC is doing.  
109 He thought the Council has perception, but he did not believe the Council knew and  
110 that is one of the things on his list for goal number one is to look for a way of  
111 improving communication between the Council and the Commission. He asked if  
112 Ms. Olson or before her, Mr. Brooks, ever reported to the Council on what the  
113 HRIEC is doing.

114  
115 Ms. Olson indicated staff does not do a formal report.

116  
117 Chair James assumed that staff had a regular discussion with the City Council on the  
118 work being done at the HRIEC. He believed that the Commission set up a plan that  
119 could work and if followed through, the City could see a list of things the HRIEC has  
120 done in the next year. He noted he can accept things changing and maybe there is a  
121 better way.

122  
123 Ms. Olson explained the City Council has heard what the HRIEC has wanted for  
124 changes and the Council has not had a chance to discuss these proposed changes and  
125 March 11<sup>th</sup> is the Councils' opportunity to discuss the proposed changes made by the  
126 HRIEC. Whatever comes from that may bring some opportunities for the  
127 Commission to come forward with more discussion.

128  
129 Commissioner Becker explained she only has a few meetings left and maybe some of  
130 her comments at the initial joint meeting is what ruffled the Council's feathers. She  
131 would like to hear more about Council's concerns because she did not think the  
132 Council articulated those, the Council just showed some questions about the  
133 Commissions proposed changes to scope or confusion. She also thought what was  
134 owed to the Commission is that it bubbled up because the Commission was asked to

135 look at a scope document and she felt a little offended if the task was really just to  
136 add some periods and cross some sentences off. It was a perfect opportunity for the  
137 HRIEC, which has floundered and has struggled, to figure out what it is really doing  
138 and to take a look at a document that helps establish the civic element of this group,  
139 which she does think is important. She continues to beat this drum because she thinks  
140 she is a living, breathing American citizen in 2024 and the City really needs to focus  
141 on participation in government and it is not clear right now what that is. The  
142 Commission may not know what it is doing on a monthly basis and there have been  
143 plenty of times where she has been a little confused or wondering what their direction  
144 is but that is the process of government and what they do while sitting around the  
145 table, try to figure out what their purpose is and how that connects to government.  
146 That is the work she does not want to fall off. She thought that the Commission needs  
147 to stand up and continue to push and advocate for a commission because she thought  
148 the inclusion and engagement of the community with government is vital.

149  
150 Commissioner Williams thought it is great the Council is going to take some time on  
151 March 11<sup>th</sup> to talk about this because she thought part of what happened was that the  
152 Council saw the scope the Commission put forward and thought they never talked  
153 about what was expected of the Commission. She thought this is a good next step.

154  
155 Commissioner Franke thought what Commissioner Becker stated is what the  
156 Commission has been working on the last couple of meetings and he thought the  
157 Commission defined the scope, purpose and the why of the HRIEC and have  
158 established a structure for doing that. He noted what makes him angry is the  
159 Commission is doing all of this work and the Council is not even aware of it and so  
160 the Council feels like the Commission is floundering but that is not the case. He  
161 thought the Commission should continue working on what it has been doing and  
162 work on the scopes on the agenda in order to demonstrate to the City Council the  
163 Commission's value.

164  
165 Commissioner Bhalla explained one thing he has known through experience is that  
166 change is not easy and if change occurs without any friction taking place or any  
167 tension there, it is probably not a good change. He appreciates everyone's passion  
168 and he wanted to encourage the Commission to keep going with what it can and  
169 really put their best foot forward and he was sure there would be good results.

170  
171 Commissioner Tidball arrived at the meeting at 7:20 p.m.

172  
173 **b. Work Plan Discussion**

174 Commissioner Becker updated the Commission on the subgroup she is on that met  
175 after the last meeting.

176  
177 Commissioner Gurung Vomhof explained she really enjoyed the subcommittee  
178 meeting. She picked seniors to reach out to. She updated the Commission on what the  
179 City could do to build a relationship with senior living areas in the community.

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Commissioner Francke indicated he decided to try to build a relationship with the youth in the community and how the Commission can fit into the schools.

Commissioner Bhalla explained he is an ordained minister, and he will be connecting with churches and congregations.

Commissioner Gurung Vomhof made suggestions on how the Commission can connect to the different organizations.

Chair James thought because Commissioner Gurung Vomhof has already established a certain pattern and procedure, it is not starting from scratch. The number one focus would be connecting with senior groups. That way the subgroup will not be stretched thin. He thought the other two groups should be kept moving along so they do not become stagnant. He thought the subgroup could work on more than one issue.

Ms. Olson thought it would be important to bring staff in on these conversations because staff has had long-standing connections in these communities.

**c. Review 2023 Accomplishments**

The Commission reviewed the 2023 accomplishments.

**Other New Business or Reports**

**a. Staff Updates**

Assistant City Manager Olson reported on the following:

- Equity and Inclusion Manager Hiring  
Ms. Olson indicated the City has hired a new Equity and Inclusion Manager and will start at the end of March
- Updated Community Aspirations and next steps

**Announcements**

**Future Agenda Items**

**Adjournment**

Chair James adjourned the meeting at 8:13 p.m.

Respectfully submitted,

Sue Osbeck  
*TimeSaver Off Site Secretarial, Inc.*

# Roseville Human Rights, Inclusion and Engagement Commission Agenda Item

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**DATE:** March 20, 2024

**ITEM:** 4.a.

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**ITEM DESCRIPTION:** Elect Chair, Vice Chair and Ethics Commission Representative

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## **Background**

Annually, each city commission must elect a Chair and Vice Chair to serve for one year per the city's code.

***Election of Officers:** At the last meeting preceding the end of regular terms of appointment, or at such other time as required by State Statutes, each advisory commission shall elect a chair and vice-chair from among its appointed members for a term of one-year and appoint a member to serve on the Ethics Commission as described in Chapter 207 of this code.*

The process outlined by Rosenberg's rules of order state that nominations may be made by either a nominating committee or from the floor of the body. Since the commission does not have a nominating committee, someone from the commission must make a motion to nominate an individual to serve as chair. Once all nominations have been made, a vote will be taken.

Additionally, the city asks each commission to appoint a representative to serve on the Ethics commission. This commission meets once a year or as needed to address any formal ethics complaints.

## **Recommendation**

Elect a Chair and Vice Chair for the term April 1, 2024 - March 30, 2025. Select a representative from the commission to serve on the Ethics commission.

## **Attachments**

None

# Roseville Human Rights, Inclusion and Engagement Commission Agenda Item

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**DATE:** March 20, 2024

**ITEM:** 4.b.

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**ITEM DESCRIPTION:** Debrief and provide feedback regarding potential HRIEC changes

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## **Background**

At the March 11, 2024 Council meeting, council members discussed the structure and scope and duties of the Human Rights, Inclusion and Engagement Commission (HRIEC). As part of that discussion, they asked the HRIEC to reflect on the discussion and provide further feedback on some of the topics that were discussed that evening. Attached is a document they would like the Commission to discuss and provide feedback on. Council has also requested that the attached matrix be completed as part of this discussion. The video of the council meeting can be found [here](https://webstreaming.ctv15.org/viewer.php?streamid=6934): <https://webstreaming.ctv15.org/viewer.php?streamid=6934>, or by going to the city website and clicking on Agendas and Minutes. The discussion starts around 1:27:00.

Given that the discussion points reference the MAC (Multicultural Advisory Committee), the attached document provides some background and history of the MAC for those that may not be familiar with it, along with a recent article in the City News highlighting the MAC for informational purposes.

## **Recommendation**

Provide feedback related to the questions and issues brought up by Council and outlined in the attached document.

## **Attachments**

1. HRIEC change discussion points
2. Discussion Matrix around HRIEC future
3. MAC Background
4. City News\_MAC article
5. Bench Handout

## **HRIEC change discussion points**

### **Tasks-work areas**

What types of things should the group be tasked with?

What are specific (and reasonable) roles or tasks the group should have with respect to any of these they should be tasked with - where is the line in each case between staff work and volunteer group work, for example?

Where does the line fall in any of these interest areas between the group talking/ evaluating/ planning/ making recommendations and the group taking actions?

Work related to the Strategic Racial Equity Action Plan (SREAP)

Work related to the Community Aspirations

Work related to the Racial Equity Impact Summary on Requests for Council Action (RCAs)  
(Could/should these Summaries be expanded to not just focus on race?)

Policy/Ordinance review, evaluation, advice

Human Rights issues education/awareness for the community (and from the community to the City)

Engagement & education (Who is engaged or educated? About what? For what purpose?)

One of the three areas of the HRIEC members' proposed revised scope & duties was the concept of serving as a City "Ambassador."

What is the scope of the work of an Ambassador? Ambassador to whom - what specific individuals or group(s)? What would an Ambassador bring to the people with whom they interact? What would those interactions bring back to the City?

If pursued, what is the best format/structure (commission, volunteer program, other?)

### **Structure of the group**

Is the commission structure the best structure, or would a model more similar to the Multicultural Advisory Committee (MAC) work better? What are the pros and cons of each type of structure in terms of effectiveness of operations, appeal to participants, preventing exclusion of marginalized voices, etc.?

If retained as a Commission, could the commission rules be adjusted for just the HRIEC to allow greater flexibility? What rules would need to change?

Might it be possible that different tasks or groups of tasks (above) are best handled by different organizational structures? (Possibly resulting in more than one commission/committee/group of people?)

### **If a MAC-type format is used for some portion of the work**

What process would be used to select members? Application, invitation, open door?

How would we ensure the group is ongoing and keeps its important role?

What rules/structure would be used for this type of group?

**Discussion Matrix around HRIEC future:**

<b>Topic Area</b>	<b>Role for the group? (If so, what is the role)</b>	<b>Discuss? Act? Both?</b>	<b>What does group do?</b>	<b>What does staff do?</b>
SREAP work				
Community Aspiration Work				
Racial Equity Impact Summary work				
Policy/Ordinance review, evaluation, advice work				
Human rights issues education work				
Engagement & education work				
Ambassador work				

## **Multicultural Advisory Committee (MAC)**

### **HISTORY**

The MAC was created in August of 2020 (approx.) in response to the increased demand for positive police and community relationships, communications, and accountability.

Police Department staff, with City Manager approval, decided to create a committee rather than a commission to afford more flexibility with structure and meeting frequency, and a non-televised and informal setting for the likely emotional and sensitive conversations on deck.

### **PROMOTION AND INTERVIEWS**

Invitations to submit an application to participate in the MAC were promoted through Police Department social media profiles and newsletter, the City's main social media profiles, eNews, and City News (print newsletter). 64 applications were received. Staff reduced the applicant pool to 18 and invitations to interview were delivered. Ultimately, staff chose to build a team that included as many different backgrounds and lived-experiences as possible. Staff intentionally looked for a variety of voices to represent different races, ages, genders, sexual identities, religions, industries, education levels, citizenship status, residential tenure, homeowner/renter status, socioeconomic status, etc.

Chief Scheider (Deputy Chief at the time) and Community Relations Coordinator Corey Yunke were the panelists for 18 interviews for 14 slots. Interviews were conducted via zoom (July 2021). 14 slots were chosen as it was anticipated that not all 13 would attend each meeting due to 'life' and 14 would be the most manageable number of attendees when factoring in an additional two to four staff/presenters at each meeting.

The interviews were intentionally kept short and concise to accommodate applicants and to not give the sense of an 'interrogation.' The questions asked why applicants were interested in joining the MAC and what relevant work, education, or other experience (E.g. lived-experience) that could contribute to positive police and community relations. We also used the interviews to gather feedback about when applicants would be available to meet and what was a palatable meeting frequency and length. Overall, the questions were fairly redundant to the application questions, but the interview offered a chance to describe the new program and offer that it would be co-developed with participant input.

### **MAC MEMBER DEMOGRAPHICS**

The first MAC members included a mix of genders, races, ages, socioeconomic status (self-identified, not asked), renters/owners, religions, abilities, parents, single, married, grandparents, and relevant professional and lived-experiences.

Industry backgrounds included a principal of St. Paul Public Schools, a local pastor, a self-employed community member who works in Roseville youth athletics, a software engineer, retired social worker, attorney, retail manager, medical doctor, local cultural liaison, Minnesota Department of Education employee, St. Paul School Board Coordinator, Nexus Community Partners facilitator, a project manager, and a customer service representative. Languages spoken: English, Spanish, Hmong, Cambodian, French, and Fon.

## **MEETING STRUCTURE**

Initially, meetings were held virtually as that was the norm in fall of 2020. Staff hosted the first meeting as a welcome, ice breaker, and to sort out some logistics. The MAC and staff co-created a meeting schedule where members and staff shared responsibilities of hosting and facilitating – depending on the topic. Topics were chosen by the group and often pivoted to contemporary issues. E.g. Discussion on Asian Violence in reference to March 2021 incident in Atlanta, Georgia; Fence Consortium in reference to civil unrest at Brooklyn Park and Capitol; No Knock Warrants in reference to Minneapolis incident; etc.

The MAC started meeting monthly, then had some interruptions during the turnover from Corey Yunke to City Administration, and again, from Tim Hunt to Tom Pitzl. Currently, the MAC has returned to meeting monthly and as-needed. Meetings run from 1.5 hours to 3 hours, depending on the agenda, topic, and meeting objectives. Meetings rotate between virtual and in-person. In-person locations are usually on campus by decision of the committee for ease. Sentiments were solicited and no discomforts expressed with being on City turf. E.g. PD, Skating Center, Council Chambers, etc.

## **EXAMPLES OF OUTPUT**

In addition to a better understanding of the department and the needs of the community, MAC members have served on various hiring and promotional panels, helped secure participants in Shop with a Cop, presented at council meetings, participated in ride-alongs and PD tours, and have represented the committee at various events and functions. The MAC helped staff craft language to notify the public if the City utilizes fencing during a protest, provided feedback and encouragement for the Letters Instead program, and has helped bring awareness of City initiatives and efforts to the community. Conversely, the committee has brought issues from their respective communities to the department to aid in understanding and decision making.

## **CURRENT STATUS**

The MAC is currently soliciting new members to fill a few slots from general and expected turnover. E.g. Too busy, new Job, moved out of Roseville, and cumulative feeling after time and consistent interactions that PD is on a good track. With the PD Community Relations Specialist in flux for eight of the past 24 months and ongoing staffing challenges in public safety, there was little capacity to continue the MAC with the same enthusiasm as when fully-staffed. Now that Tom Pitzl is up and running, efforts to the MAC are increasing.

# Multicultural Advisory Committee helps Officers to Better Understand the Community's Perspective



Community members drive the conversations on Roseville Police Department's Multicultural Advisory Committee.

Police leaders intentionally take a backseat, explains Roseville Police Chief Erika Scheider.

Community members speak frankly about their perception of police officers and law enforcement policies. They ask questions. They share their personal experiences with officers - both good and bad - and, at times, challenge the police perspective.

"The Multicultural Advisory Committee (MAC) is really there for us in law enforcement to listen and learn. We are not there to talk at people. We listen to their concerns and see how we can do better," Scheider said. "It's about flipping that whole narrative and doing it differently than we'd done in the past."



Formed in 2020, the MAC is now helping to shape Roseville Police hiring practices, policies, and procedures. It's also further bolstered the department's relationship with the community it serves.

The committee meets between 8 to 12 times per year and includes about a dozen community members from a variety of backgrounds, said Roseville Police Community Relations Specialist Tom Pitzl, who serves as the MAC staff liaison.

"This has been a wonderful opportunity for the City of Roseville to lead by example and show the world what effective community-based policing looks like," said MAC member Terry Newby. "There are a lot of places that don't have this and, frankly, don't want it. For Roseville, this partnership with the police is so important."

MAC members have been involved with the officer candidate interview process.

"We make sure that police candidates understand the complexities and nuances of working in a community like ours, which is racially and ethnically diverse," Newby said.



MAC visited Roseville Area High School and spoke with students about their perceptions of police. MAC feedback was also instrumental in the creation of Roseville Police's Letters Instead program, which launched in January 2023.

Now, when Roseville officers observe minor equipment violations including expired tabs or burnt-out headlights or taillights, Roseville police are sending letters instead of initiating a traffic stop. MAC members provide insights to police leaders as they crafted the Letters Instead policy.

"The data indicates those stops disproportionately affect people of color and low-income people. The data also shows when you pull people over for those sorts of things, you almost never get evidence of an existing crime or a larger crime," Terry said. "Roseville has really led the way."

Roseville has sent more than 1,800 letters to motorists notifying them of minor equipment violations, eliminating 1,800 non-public safety traffic stops. The letters include information about how to obtain a free voucher to fix a burnt-out headlight, turn signal, or brake light through a non-profit partnership with Microgrants and their Lights On program.

"This is a wonderful, wonderful thing and I am so happy we are doing it. It feels good," said MAC member Etienne Djevi.

MAC members made clear in their feedback to police that economic strains, not defiance of the law, is often why people are driving with minor equipment violations.

"It's not a crime to be poor," Djevi said. "If people don't have enough money to fix their broken taillight and we give them a ticket, we're contributing to the poverty that started this cycle in the first place."

Deputy Chief Joe Adams said it's wonderful to have that honest community feedback. MAC members are encouraged to share their committee discussions with neighbors, friends, and colleagues and report back to amplify the community's voice.

"We in law enforcement are often looking at things from a 10,000 foot view. MAC members can give us that real-world tangible human perspective," Adams said.

Adams said spirited, thoughtful discourse is always welcome.

"We are not looking for everyone to come in and agree with us, then tell us we are doing a great job," he said. "We are looking for people to ask some tough questions and say, 'wait a minute, have you thought of this perspective?'"

**MAC is currently accepting applications for new members, apply at [CityofRoseville.com/MAC](http://CityofRoseville.com/MAC)**



## MAC Member Profile: Terry Newby

Roseville resident Terry Newby was driving home the night a police officer from a neighboring community fatally shot school cafeteria worker Philando Castile during a traffic stop.

The death of Castile, a black motorist, sent shockwaves through the Twin Cities and the nation in 2016. It also had a profound impact on Newby.

"The night of the killing, I drove past the scene right after it happened," Newby recalls. "It struck me: That very easily could have been me. I was driving in a car. I am a Black man."

Newby immediately began calling every Roseville city and police official he could find. Newby's persistence helped create Imagine Roseville - a series of public dialogues between the Roseville Police Department and the community it serves.

"I understood this tragedy wasn't in Roseville, but we needed to get on top of this. I am a Roseville resident and I want to make certain that if I am driving, this doesn't happen to me," he said.

The Roseville Police Department's Multicultural Advisory Committee (MAC), formed in 2020, is a continuation of the conversations and brainstorming that took place during Imagine Roseville.

Today, the committee of about a dozen residents advises the police department on policies, community priorities, and police officer candidates and promotions.

"Police Chief Erika Scheider mentioned early on she didn't want the police to be driving the conversation and I agreed wholeheartedly," Newby said. "It has to be driven by members of the community."

Newby, an intellectual property attorney and father of three, said the conversations aren't always easy. Many MAC members bring their own experiences and sensibilities to this work. Newby grew up in the Milwaukee area and he said his first experiences as a teen driver with police were negative.

"My hometown was a primarily white suburb and I was getting pulled over by police all the time, searched, thrown out of the car. You name it - that stuff happened to me. I got pulled over for what cops called ID checks, which I later confirmed were absolutely illegal."

Newby, who has lived in Roseville since 2001, said he has not had negative encounters with Roseville officers, but with Castile's death so close to home, it weighed heavily on him.

He acknowledges he had to overcome a certain amount of anger around those unjust experiences with police when he was a teen in Wisconsin. "I had to make certain that I didn't allow my former experiences with law enforcement or the Philando Castile event to color my view of Roseville Police because it wasn't actually Roseville Police," he said.

Newby offered that he's proud of the work happening at MAC including their strong push for the Letters Instead program, which has eliminated traffic stops for minor equipment violations.

"MAC was a driving force behind that policy. That's something more people need to know about," he said. "This committee is making a difference in people's lives."

MAC is now focusing on that intersection of mental health and enforcement. They support RPD's new Community Action Team made up of officers and social workers. MAC also initiated a letter writing campaign urging state and federal lawmakers to better fund these programs.

"We wrote all the legislators and told them, if you really want to get serious about public safety, you have to start addressing mental health issues because those drive a lot of police calls. We had data to back it up," Newby said.

Newby said as a Black man, he made a conscious decision to work within the system to push for changes. "I feel like I can do more good working with the police department than viewing them as an adversary. As I look at communities that are really successful with reforms, I realized I needed to have a seat at the table."

## Tasks / Work Areas

1. Be advisors to the city  
Be ambassadors to the community  
Support Human rights for all stakeholders
2. -Staff advises the commission and works with chair and Vice chair to develop priorities.  
-Commission tasked with outreach to the community to gather input, discuss community input with whole commission and, if appropriate, advise council to make or change policy or ordinances.  
-Inform council about community concerns
3. - after discussing and agreeing to a work plan, Commission presents proposed plan for council approval  
- once approved or altered by council, commission proceeds to implement work plan
4. SREAP - receive updates from staff
5. Use community aspirations from 2024 to inform/ influence work plan discussions and work plan direction
6. RCA - HRIEC has never been a part of the process
7. All groups within the city should be considered when making decisions
8. Policy / ordinance reviews should be a staff responsibility and reported to the HRIEC as appropriate
9. Awareness of Human Rights and educating stakeholders about those rights should be an overarching concern of the HRIEC, other commissions, City Council, and all other government functions
10. Engagement/ education objectives are reflected in the yearly work plan developed by HRIEC and approved by council
11. -An ambassador is a representative of the city to the community.  
-Yearly work plans will identify specific groups to be approached.  
-HRIEC would engage with the community and convey information about volunteer opportunities to the city and encourage participation with the city  
-Form relationships that can be used now and in the future to help inform HRIEC, elected officials city departments and staff to improve life in Roseville  
-HRIEC acts as a conduit of information from the city to the community and from the community to the city. the HRIEC can be the "ears" for the city

- a formal commission would have the imprimatur of the city's engagement with the community as relationships are formed.
- An additional volunteer program could be created to work along with the HRIEC.
- An Additional commission could be appointed to take responsibility to address the "talking" responsibilities (SREAP, RCA's, policy/ordinance review, etc) while the HRIEC itself would be an action/ outreach group.

### STRUCTURE of the GROUP

A -A MAC group and an HRIEC commission can work together in parallel

#### PROS

##### OFFICIAL Commission

- 1.Has an official status when interacting with the community
- 2.More responsible and responsive to the Council, with the possibility of having back and forth conversations
- 3.Council can make specific "asks" of a Commission
- 4.Provides more transparency of the commission workings as well as ability to attend and comment at regular meetings
- 5.Has greater access to city resources and staff
- 6.Increased continuity with 3 year appointments

##### MAC type group

- 1.can pursue individual interests without seeking prior commission approval
- 2.Can react more nimbley is critical issues arise
3. Rules regarding Rosenberg Rules, open meeting laws, quorum issues, official notification of meetings, agendas, or location etc. may not apply
- 4.Greater flexibility in meetings and actions pursued
5. marginalized communities may feel safer to participate
- 6.unlimited number of people can serve
7. members can move in and out of participation reflective of their personal schedules and responsibilities

## CONS

1. Having a give/take discussion between HRIEC and Council is cumbersome and mostly non-existent
  2. Quorum rules can impede action
  3. Council and HRIEC should be working more closely - a plan is needed to make this happen
  4. Rigidity of timing, location, advance notice etc limits ability to respond to a developing situation or community need
  5. Only a limited number of people can serve on the commission - applicants may not choose to reapply
  6. Personal information being available to public may hinder applications
  7. Applicants may be averse to public access to meetings (live or televised)
1. Less responsive to council overview
  2. Actions undertaken may not coincide with city or council priorities
  3. Public does not have access nor are workings/ activities transparent
  4. Less access to support from staff
  5. It will take months or years for group to become fully functional and achieve its potential, and if the HRIEC is abolished the city will have no group to pursue outreach and inclusion
  6. Structure and organization must be fully worked out before advertising for applicants
  7. Members can lose interest and choose not to participate- continuity is not assured

B. -The major constraint on commission flexibility is a lack of direction/ communication with City Council and the constant refrain: "What did council authorize us to do?"

-Work plans can be developed by the HRIEC as long as it is consistent with the 205 Scope and presented to council as information rather than ask for approval.

-Establish a system where regular give and take opportunities exist.

-Council should inform HRIEC if there are concerns about the functioning of the commission.

C. - A MAC-like committee can exist along with the Official Commission and can share information and coordinate activities.

- Another commission charged with "Talking only" topics like SREAP, RCA, Policy / ordinance review and evaluation of them can be established while the HRIEC continues to focus on outreach and building relationships within the community

- Current HRIEC has already established a new organizational structure with plans to continue working on organizational issues not already addressed

Drawing up a MAC-like group structure and format is not within our purview. It is a council responsibility.

# Roseville Human Rights, Inclusion and Engagement Commission Agenda Item

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**DATE:** March 20, 2024

**ITEM:** 4.c.

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**ITEM DESCRIPTION:** Recognition of out-going commissioners

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## **Background**

The commission has several members who were recently recognized for their service at the March 18, City Council meeting. The following commissioners will not be continuing their service after March 31, 2024.

- Amanda Becker
- Kathy Macomber
- Lori-Anne Williams

Staff would like to formally thank each of these members for their contributions, commitment and time they have devoted to this commission and the community.

## **Recommendation**

Recognize and thank out-going commissioners for their dedication and service to the commission and community.

## **Attachments**

None

# Roseville Human Rights, Inclusion and Engagement Commission Agenda Item

**DATE:** March 20, 2024

**ITEM:** 4.d.

**ITEM DESCRIPTION:** Work Plan Discussion

**Background**

At the January 17, 2024 meeting, two subcommittees were created that aligned with the commission's 2024 goals. These subgroups are listed below. At the February meeting, each subgroup gave an update on the work to-date. Given the recent discussion with city council surrounding the scope, duties and structure of the commission, the commission asked if they should proceed with developing their work plan. Council direction was to continue, in a limited capacity, until such time as further direction is received from the Council.

**Value statement:** We value connections and relationships and believe they are a foundation of community.

**Inclusion:** Our actions and activities need to apply as much as possible across diverse communities, citizenry, and organizations within the City of Roseville or affected by the City of Roseville

**Engagement:** To build relationships with the community + and to gain insights to formulate suggestions to modify or initiate programs and/or policies to City Council as well as satisfying HRIEC scope and goals

Goal	Purpose/Why	Commissioners
Develop a sustainable commission structure	To ensure commissioners have positive experiences, understand the why behind the work of the commission, ensure continuity of work across various commissioner terms, and ensure adequate resources and time are devoted to other commission goals.	Richard James Kathy Macomber David Tidball Lori-Anne Williams
Build relationships within the community with guidance from staff and council	To gain valuable insights that inform the commission's recommendations to the city council, promote understanding of the commission's role and inspire residents to actively participate and engage with the city to contribute to lasting positive change	Richard James Elliot Francke Namit Bhalla Amanda Becker Jeena Gurung Vomhoff

**Recommendation**

Discuss next steps in the action planning of the work plan.

**Attachments**

1. 2023-2024 Calendar
2. Subcommittee Meeting Notes

## **2023- 2024 Annual Calendar**

November (2023)	Consensus Workshop to determine Focus Area for 2024
December (2023)	Goals Discussion
January	Development of Action Plan/Work Plan
February	Discussion with city staff - implementation plan & engagement opportunities Subcommittees action plan report
March	Joint meeting with City Council to present 2024 work plan
April	New commissioners join/ Review feedback from Council / Assign tasks
May	TBD
June	TBD
July	TBD
August	TBD
September	Mid-term vacancies filled with new commissioners. Reports on work done to-date
October	Commission reviews all the work and how it aligned with focus area. Challenges & successes
November	Consensus Workshop to determine Focus Area for 2025
December	Goals Discussion

**HRIEC Sub-Committee Mtg:** Monday, February 26, 2024 (5:30pm – 6:30pm)

**Attendance:** Elliot Francke, Namit Bhalla , Jeena Gurung, Amanda Becker

Activity: Discussed Action Plan for HRIEC 2024 Goal #2 and other items

**GOAL: Build relationships within the community with guidance from staff and council**

**What do we want to do?**

1. Connect with Seniors

**Why do we want to do it?**

1. Residents don't feel safe in their senior communities
  - a. HOW:
    - i. Visit and host activities (Bingo)
    - ii. Invite people from the city to come talk
  - b. WHO:
    - i. Younger residents
  - c. WHEN/WHERE
    - i. Roseville Senior Building
    - ii. Visiting during a variety of times
  - d. RESOURCES:
    - i. City staff
    - ii. Spreadsheet – cold calls to Senior Living Managers
  - e. OWNER:
    - i. Jeena Gurung

**What do we want to do?**

1. Connect with Students

**Why do we want to do it?**

1. The youth is not only a part of the community but the future community – how can the commission help integrate our youth with city activities?
  - a. HOW:
    - i. Educate them on what ways they can participate in city/civil activities (volunteers, councils)
    - ii. Connect with city staff and see if there is an opportunity to piggyback off of work they are already doing
  - b. WHO:
    - i. Students/Educators
  - c. WHEN/WHERE
    - i. Roseville - Advisory Board meetings
    - ii. Roseville - School Board meetings

- d. RESOURCES:
  - i. Kathy Ramundt / Do Good Roseville
- e. OWNER:
  - i. Elliot Francke

**What do we want to do?**

1. Connect with faith-based communities

**Why do we want to do it?**

1. Be a resource/ambassador for church communities to have a direct connection to city activities
  - a. HOW:
    - a. Attend an event they're already offering, listen and see how we can help
    - b. Invite them to attend a HRIEC meeting
  - b. WHO:
    - ii. Roseville churches
  - c. WHEN/WHERE
    - iii. Community events (Saint Rose of Lima event – this Saturday, 3/2)
  - d. RESOURCES:
    - iv. Spreadsheet – cold calls
    - v. Namit was working as a Pastor / he is an ordained minister
  - e. OWNER:
    - vi. Namit Bhalla

Additional meeting notes:

- Discussed Rosefest Parade
  - Possible to still participate – but without being in the parade? (Jeena)
  - Amanda received the paperwork to participate – will forward to Rich
  - Is HRIEC in charge of the “all commission float” – how will us not participating effect participation?
- Youth Recruitment
  - Sub-committee feels strongly about youth participation on the HRIEC commission
  - Possible way to compensate for their time? Everyone’s time? (Jeena)
    - Incentive to make it more inclusive for single parents, people that my not consider the opportunity

# Roseville Human Rights, Inclusion and Engagement Commission Agenda Item

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**DATE:** March 20, 2024

**ITEM:** 5.a.

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**ITEM DESCRIPTION:** Staff Updates

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## **Background**

Staff will provide updates on the following:

- Annual Ethics Training - April 10

## **Recommendation**

Information only.

## **Attachments**

None