



# Human Rights, Inclusion and Engagement Commission Agenda

Wednesday, June 12, 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: Bhalla, Francke, Gurung Vomhof, James, Tidball**
2. **Receive Public Comment**
3. **Approval of Meeting Minutes**
  - a. March 20, 2024 Minutes
4. **Business Items**
  - a. Overview and discussion of next steps for commission
5. **Other Business**
6. **Adjourn - 8:00 p.m.**

1 **Human Rights, Inclusion and Engagement Commission**  
2 **Meeting Minutes**  
3 **DRAFT – March 20, 2024 - DRAFT**  
4  
5

6 **Commissioners Present:** Richard James, Amanda Becker, Namit Bhalla, Jeena Gurung  
7 Vomhof, Kathryn Macomber, David Tidball, and Lori-Anne  
8 Williams  
9

10 **Youth Commissioners:** None  
11

12 **Commissioners Absent:** Elliot Francke (excused)  
13

14 **Staff Present:** Rebecca Olson, Assistant City Manager  
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16 **Call to Order/Roll Call**  
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18 The Human Rights, Inclusion, and Engagement Commission (HRIEC) meeting was called to  
19 order at 6:30 p.m.  
20

21 **Receive Public Comment**  
22

23 **Approve Minutes**  
24

25 **a. February 28, 2024 Human Rights, Inclusion and Engagement Commission**  
26

27 Commissioner Williams moved and Commissioner Bhalla seconded a motion to approve the  
28 February 28, 2024 Human Rights, Inclusion and Engagement Commission meeting minutes as  
29 presented. Motion passed 6 ayes, 0 nays, 1 abstain (Tidball).  
30

31 **New Business**  
32

33 **a. Elect Chair, Vice Chair and Ethics Commission Representative**

34 Chair James indicated this item is to elect the Chair, Vice Chair and Ethics  
35 Commission Representative.  
36

37 Ms. Olson reviewed the City Code regarding electing a Chair and Vice Chair as well  
38 as the Ethics Commission Representative. She asked if there were any nominations  
39 for Chair.  
40

41 Commissioner Becker nominated Chair James.  
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43 Ms. Olson asked if there are any other nominations for Chair. There were none.  
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45 There was no formal vote with maker and second, but Ms. Olson asked for a vote of  
46 the Commission and the motion passed unanimously.

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Chair James asked if there were any nominations for Vice Chair.

Commissioner Williams nominated Commissioner Bhalla.

Commissioner Gurung Vomhof seconded the motion.

Commissioner Williams moved and Commissioner Gurung Vomhof seconded a motion to elect Commissioner Bhalla as Vice Chair of the HRIEC. Motion passed unanimously.

Chair James asked if there was anyone who would like to volunteer for the Ethics Commission.

Commissioner Tidball indicated he would volunteer for the Ethics Commission.

**b. Debrief and Provide Feedback Regarding Potential HRIEC Changes**

Chair James reviewed the City Council workshop meeting he attended regarding potential HRIEC changes. He indicated the City Council asked the Commission to provide feedback to the Council for discussion at a future City Council meeting. He noted the Commission was provided a feedback sheet and matrix.

Ms. Olson reviewed the matrix and the questions the Council wants the Commission to discuss.

Chair James indicated he was fine with going through the questions and then he and Ms. Olson can go through the matrix after the meeting and fill that in.

1. What types of things should the group be tasked with?

Chair James explained he wrote down the three things the Commission came up with as a part of the scope:

1. Be advisors to the City
2. Be ambassadors to the community
3. Support human rights for all stakeholders

Chair James noted he knew that the Council has some issues with the idea of being an advocate.

Commissioner Williams asked how the Commission would be supportive of human rights for all stakeholders.

Chair James explained as he sees it when the Commission goes out and talks to groups, that part of the Commission’s overall thought was the Commission should be promoting human rights altogether in the City. Every Commission, staff and

92 City Council should be doing that just as an overall thing in the background. Not  
93 going out and talking about human rights per say, however, that could be done.  
94 He could see the Commission setting up a meeting so that anyone in the  
95 community could come and hear from the State Human Rights representative  
96 instead of just hearing the Commission talk about it.

97  
98 Ms. Olson asked if that would be information and educational awareness building  
99 around Human Rights.

100  
101 Chair James indicated that is the way he was seeing this topic to be. He explained  
102 he did not see it as something other than what he has just said, education and  
103 information.

104  
105 Commissioner Macomber thought the first place the person could go to could be  
106 the HRIEC and from there it would go to staff for a response.

107  
108 Chair James explained he has a list of Human Rights resources in his file, and he  
109 thought a Commissioner could take that on if something came to the Commission  
110 with a complaint, it would be a guide for that person to follow to get the help  
111 needed. He saw that as the extent of the Commission's active participation in  
112 human rights violations in the City.

113  
114 Commissioner Gurung Vomhof indicated that being new to the country, what  
115 Chair James is saying is very confusing for her and the general public and  
116 Roseville has a very diverse community, and the City should be speaking simpler  
117 than what is being spoken. She explained that was her recommendation because  
118 what Chair James just said she did not understand. She explained that if she is  
119 saying this as an educated person then what is an immigrant who just moved six  
120 months ago going to understand? She thought what is happening since she has  
121 come here, a little over a year ago, not understanding what the Commission is  
122 even doing. She thought what would be so amazing as a group is to have this in  
123 such a way that anybody that comes to find out what the Commission is doing can  
124 easily figure it out.

125  
126 Chair James indicated when the Commission worked on the scope, those three  
127 items he listed were in the scope and be able to say to somebody.

128  
129 Commissioner Gurung Vomhof indicated for her, the role would be to be  
130 available to the general people and how does the Commission do that. The  
131 Commission talked about having a QR code and being part of different social  
132 events happening in the community and she thought is when the Commission  
133 needs the staff and the Commission to coordinate. The Commission should  
134 support the staff and create a program to support. She thought the three things the  
135 to consider are what is the City doing, which department of the City is doing it  
136 and how can the Commission support them and be there for them?

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Chair James explained this is the Commission’s description. What the Council asked the Commission to do is to come up with a description of what the Commission sees themselves doing and the first three items are what the Commission sees themselves doing. This communicates to the Council. He noted the Commission is in limbo because the City has not approved the new City Code 205 and the Commission is functioning under the old City Code 205 right now. He explained the three things he listed are hopefully going to inform the Council about how the Commission sees its function.

Ms. Olson clarified Commissioner Gurung Vomhof’s request for the HRIEC to support City Staff.

Commissioner Gurung Vomhof explained Ms. Olson’s clarification was correct because what she has heard is that the HRIEC is here to support the City Staff, to encourage, motivate, and to be the volunteer for staff to ask for help from and to support the City. She thought to have that information specifically would be easier than just saying the HRIEC is an advisor to the City. She indicated that sometimes when the HRIEC gives advice it is not even heard or that the change takes time. ‘Be Advisors’ to the City is a pretty big phrase and she did not know what that even meant.

Chair James explained the phrase is meant to be general. The HRIEC goes to staff or the City Council with recommendations and examples of it. The Council does not respond to the recommendation and there is no system to it that he is aware of, to get feedback. He explained if he were not a member of the HRIEC and was just a citizen and went to the Council for a request or recommendation and never heard back then why would he come before the Council again. He explained the HRIEC is advisory to the Council and thinks the Council needed to set up a way to respond to the people, with the City rules implemented. There should be some type of response to people that come and express their opinion to the Council and right now the Council shows they do not want to talk about whatever the concern is unless it is a part of the agenda.

Ms. Olson thought there is work that can be done in understanding what the processes are and the communication and that is one way to understand that.

Chair James understood the process, but that the process stinks.

Commissioner Gurung Vomhof thought this was amazing and if the Commission can write specific things and what it means, then the Commission can understand and tell the Council that this year the Commission is doing this or that and make it happen.

181 Commissioner Becker thought what Commissioner Gurung Vomhof was trying to  
182 get at is the advisor to the City, the ambassador supporting, it would help to be  
183 more tunneled in a specific direction.

184  
185 Chair James explained a further explanation of that is in the new 205. Each one of  
186 those things is addressed in the HRIEC's version of the new 205. This is as few  
187 words as possible explanation of that. If anyone needs to get further information  
188 than the new 205 can be looked at, which the HRIEC approved and sent to the  
189 City Council.

190  
191 Commissioner Tidball thought what the Commission wrote was really still quite  
192 general and the Council asked the Commission to be creative as well and the  
193 Council did not like a fair amount of what the Commission created, had problems  
194 with it and did not understand what the Commission wanted. What the  
195 Commission had been talking about, trying to define, in his mind is what in  
196 government circles is referred to as oversight. Citizen oversight of what a  
197 particular governmental entity or structure does. Something that he thought Ms.  
198 Olson stated at the meeting on the eleventh is that the group that helped the City  
199 setup the diversity, equity and inclusion procedure for the City, Culture Brokers,  
200 actually recommended that there be some citizen oversight group that follows on  
201 with what the City is doing in all of its programming, policies, procedures to  
202 make sure that the initiatives the City is taking are ones that the citizens feel are  
203 the ones the City should be taken. Oversight always involves some form of  
204 evaluation, and he has heard repeatedly from this group that it is something that is  
205 not done despite the fact that the old scope document uses that word. It seems to  
206 him, in listening to the conversation from the City Council on March 11<sup>th</sup>, that  
207 oversight role is the one the Council feels most comfortable with a Commission  
208 doing and it is the one that he gets the impression that actual people sitting on this  
209 Commission are the least interested in doing. There is an obvious mismatch there  
210 and he thought that is a part of their problem in communicating. If the City had  
211 been clear from the beginning that this kind of oversight thing is what the Council  
212 really wanted this Commission to do, the original 205 is not really well written. It  
213 is difficult to know what the Council really wanted done if interpreting the  
214 original 205. In listening to the conversation on March 11<sup>th</sup>, the impression he got  
215 from the Council was the oversight role is what the Council feels most  
216 comfortable with a Commission doing and there is something to be said for that  
217 being a positive thing for a Commission doing, whether or not it is what any on  
218 the Commission would have signed up for if it had been specific.

219  
220 Commissioner Macomber agreed.

221  
222 Commissioner Tidball explained that kind of oversight is the kind of thing their  
223 commission process is setup to be. When the Commission starts to throw around a  
224 word like ambassador, the problem, in what he thought he heard, the Council  
225 starts to wonder who they are authorizing to speak for the City, what is the

226 Council authorizing the Commission to say and is the City going to end up with a  
227 bunch of loose cannons going out and saying whatever they want to say as if they  
228 represented the City. He thought that is a difficult thing for the Council and  
229 perhaps it should be. He did not know exactly where to go with that except that  
230 was a problem for the Council but perhaps what the City actually needs is two  
231 groups. It is possible that the City needs a Commission that does the oversight  
232 type of stuff and perhaps the, particularly the human rights aspect, but perhaps  
233 that work is best done in a format like the MAC does and that group might  
234 actually be a subgroup of the Commission.

235  
236 Chair James indicated that was another one of his thoughts. Up until this point, it  
237 has almost been from the City Council to either have an HRIEC or a MAC. The  
238 idea of having the HRIEC, another commission that looks at oversight, overview,  
239 evaluating and a third group that is like the MAC. The groups can work parallel  
240 with communicating with each other. Those three things could happen and the  
241 HRIEC would be able to pursue what it wants to do and would be able to  
242 collaborate with the MAC type group, the group that is interested in sitting around  
243 and talking can do the other part of it. That is part of his idea on how things can  
244 be worked out and how things can be done.

245  
246 Commissioner Macomber indicated she could see two groups, maybe. The MAC  
247 type group, which could be easier for people to join in that people could  
248 participate via Zoom, could be flexible with meeting times and places and would  
249 not need open meeting law for compliance and could perform two functions for  
250 the HRIEC. One would be to bring the voices of the people to and be the one that  
251 maybe brings policy, concept and provides the implications of what could go  
252 wrong with programs or what has gone wrong. The other is it could be a funnel  
253 for people who want to take what they did with the MAC type group and see it go  
254 into policy and be a part of that process and be candidates for the Commission.

255  
256 Ms. Olson clarified the two groups the Commission has been discussing.

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258 Commissioner Williams thought there is a fear on the City Council because some  
259 of what the Commission says sounds like the Commission is going to go around  
260 to groups in the City and explain they are from the City and there to help and that  
261 is not good news for the City. She thought the Council is right in being nervous  
262 about that.

263  
264 Commissioner Macomber thought the City Council has had past experiences  
265 regarding that and are a little shy about that.

266  
267 Chair James explained in his experience the City Council has not sought to  
268 understand that about how the Commission works. The Council has talked to  
269 people about what their frustrations are, but the Council has not come to the  
270 Commission asking what the Commission is doing other than directing the

271 Commission to do something. The Council has not sat down to have a  
272 conversation with the Commission about this.

273  
274 Commissioner Bhalla thought this was stating that item number one is important  
275 because it is the Commission's mission. He thought it was important to narrow it  
276 down because, especially how will the City explain this to someone new. His  
277 question is what the Commission is talking about and then the Commission, itself,  
278 needs some sort of training in what to say, what to do and what not to do.

279  
280 The Commission discussed the history of the HRIEC, possible groups that could  
281 revolve alongside the HRIEC and what the Commission means to each  
282 Commissioner.

283  
284 Ms. Olson thought the Council was asking for what the Commission can be, what  
285 it should be and not what has the Commission been. She thought it was ok if  
286 people have different viewpoints on what they signed up for and could be shared  
287 with the Council. She thought the Commission is really narrowing down what the  
288 Commission could be by the conversation going on and she thought it was really  
289 good to know that the Commission has not been what their expectations are and  
290 moving forward can the City find something that does meet those expectations.  
291 She wondered if the Commission wanted to share with the Council that there  
292 should be two groups or should it be one group. Does the Commission want to  
293 come to a consensus? Does the Commission want her to put multiple viewpoints  
294 into this document and provide feedback to the Council? She wondered how the  
295 Commission wants her to present this conversation to the Council.

296  
297 Commissioner Gurung Vomhof thought the simpler the better. Instead of talking  
298 about the past, the Commission should talk about what it wants to do moving  
299 forward. Personally, she would just want one group.

300  
301 Commissioner Bhalla thought one group would be beneficial. He thought the  
302 mindset is the Commission is trying to get their passion out there for something  
303 the Commissioners want to see and moving forward the Commission wants to see  
304 the Council as their friend to work towards the same goal.

305  
306 Commissioner Macomber explained her take on this is that this kind of work is  
307 slow and sometimes it is two to three steps back for every one step forward. She  
308 thought this is kind of an evolution. She thought the Commission should work  
309 together on one Commission and if a second group is needed that can be down the  
310 road.

311  
312 Chair James thought that everyone on the Commission, besides him, feels that  
313 what the Commission is going to recommend is the Commission becomes a  
314 talking Commission and not a doing Commission.

315

316 Commissioner Tidball thought those were really pejorative words. He likes the  
317 word oversight.

318  
319 Chair James gave the Commission his view on what he thought the Council wants  
320 the Commission to be. He did not think the Council wants the Commission to be  
321 oversight for them. The Council is not looking for the Commission to look at their  
322 items. One of the main objectives is to take away doing action and make this  
323 evaluation without being evaluative of them. He explained that is his takeaway of  
324 what he has heard from the City Council and what his experience has been as well  
325 as what he has heard from a current Councilmember.

326  
327 Commissioner Williams thought what the Commission was talking about was not  
328 being the oversight for the Council, but the oversight for the SREAP, the racial  
329 impact summaries, those things and partners with the new DEI person. She did  
330 not feel like the Commission is providing oversight for the Council.

331  
332 Chair James indicated these are Council initiatives, those are policies.

333  
334 Commissioner Becker thought the Commission will still need to go out to events  
335 and wear the HRIEC badge. She thought that picking a path of some oversight  
336 was because it gives the Commission something to be present for, it provides a  
337 motivation.

338  
339 Ms. Olson provided some background around the SREAP for the Commission.

340  
341 The Commission discussed next steps and what kind of group the Commission  
342 was looking to be.

343  
344 **c. Recognition of Out-Going Commissioners**

345 Ms. Olson thanked Commissioners Becker, Macomber and Williams for all of the  
346 work that was done while on the Commission and she felt that everyone has been  
347 valuable voices on the Commission and has been appreciated by the City.

348  
349 Chair James explained he wished the Commission was a different one for  
350 Commissioner Williams because for him she has been an extremely valuable voice.  
351 He thanked Commissioner Macomber for being a guiding light for him and has been  
352 steadfast and prepared and someone he could always count on. He thanked  
353 Commissioner Becker for being a wonderful work partner the past year. He could not  
354 have asked for anybody that had the same kind of input, passion, desire and ideas that  
355 she has had. He indicated he will miss all of them and thanked them for serving.

356  
357 **d. Work Plan Discussion**

358 The Commission postponed this item.

359  
360 **Other New Business or Reports**

361 **a. Staff Updates**

362 Assistant City Manager Olson reported on the following:

- 363 • Update Commission Handbook – Representative needed
- 364 • Antonio Montez, the new Equity and Inclusion Manger – Starting on March
- 365 25<sup>th</sup>
- 366 • April 8<sup>th</sup> Council discussion on HRIEC
- 367 • April 15<sup>th</sup> Strategic Planning meeting at City Council meeting
- 368

369 **Adjournment**

370

371 Chair James adjourned the meeting at 8:45 p.m.

372

373 Respectfully submitted,

374

375 Sue Osbeck

376 *TimeSaver Off Site Secretarial, Inc.*

# Roseville Human Rights, Inclusion and Engagement Commission Agenda Item

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**DATE:** June 12, 2024

**ITEM:** 4.a.

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**ITEM DESCRIPTION:** Overview and discussion of next steps for commission

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## **Background**

Over the past year+, the City Council, Human Rights, Inclusion and Engagement Commission (HRIEC) and staff have had numerous discussions related to the scope of the Commission.

### Timeline of Discussions

- May 6, 2024 – Consensus on purpose, scope, duties and format of group
- April 8, 2024 - Discuss feedback regarding the HRIEC scope, duties and functions
- March 11, 2024 - Council discussion on HRIEC scope, duties and functions
- February 12, 2024 - Council adopted amended commission ordinance and scheduled future discussion on HRIEC scope, duties and functions
- January 22, 2024 - Joint meeting with HRIEC to discuss scope, duties and functions
- November 27, 2023 - Council received HRIEC recommended changes to scope, duties and functions
- May 15, 2023 – Council provides guidance on what commissions should review.
- April 24, 2023 – Council discusses next steps in asking commissions to review scope & duties. Subcommittee formed.
- March 20, 2023 - Council discusses more detail about asking commissions to consider scope & duties and puts it on future agenda
- March 13, 2023 – Council considers request to discuss scope and duties of commissions

Based on these discussions, the City Council has established an updated set of priorities, and outlined a clearer purpose and role of a group to ensure the work surrounding equity and inclusion within the city continues to be intentional and sustained. The outcome of this is that a new commission titled "Equity and Inclusion" was established by the City Council. This new commission has a different scope, purpose and duties than the current HRIEC, and therefore the HRIEC as currently established will sunset on July 2, 2024, and the new Equity and Inclusion Commission will be established. Staff will provide further updates regarding next steps at the meeting. It is anticipated that the Equity and Inclusion Commission will hold its first meeting in September, 2024.

The City Council and staff would like to celebrate and thank the commissioners of the Human Rights, Inclusion and Engagement commission for their dedication and work by inviting them to the June 17th meeting to be formally recognized.

## **Recommendation**

Informational only.

## **Attachments**

1. Ordinance- Equity and Inclusion Commission

**City of Roseville  
ORDINANCE NO. 1676**

**AN ORDINANCE REPEALING AND REPLACING  
TITLE 2, CHAPTER 205**

**REPEALING AND REPLACING TITLE 2, CHAPTER 205 “HUMAN RIGHTS,  
INCLUSION, AND ENGAGEMENT COMMISSION” AND REPLACING IT IN  
ITS ENTIRETY WITH CHAPTER 205 “EQUITY AND INCLUSION  
COMMISSION”**

THE CITY OF ROSEVILLE ORDAINS:

SECTION 1: Title 2, Chapter 205 is hereby repealed in its entirety and replaced with the following:

**EQUITY AND INCLUSION COMMISSION**

- 205.01: Establishment and Purpose
- 205.02 : Membership
- 205.03: Scope, Duties and Functions

**205.01 : ESTABLISHMENT AND PURPOSE.**

There is established an Equity and Inclusion Commission for the City, which shall serve in an advisory capacity to the City Council and city staff by applying an equity and inclusion lens to city policies, procedures, projects, programs, operations, and initiatives.

**205.02 : MEMBERSHIP.**

The commission will consist of seven members appointed by the City Council. Members should reflect the diverse makeup of the community, including but not limited to: diversity in race, ethnicity, gender, age, disability status, sexual orientation, socio-economic status, and other factors that contribute to a comprehensive understanding of equity and inclusion, reflective of the different lived experiences of the community.

**205.03 SCOPE, DUTIES, AND FUNCTIONS.**

The duties and functions of the commission shall be as follows:

- A. Review and provide feedback on departmental equity and inclusion

workplans which serve to advance equity and inclusion throughout the organization.

- B. Review and provide feedback on the Strategic Racial Equity Action Plan (“SREAP”) and to advance the SREAP’s priorities and equity and inclusion throughout the organization.
- C. May participate in the Equity and Inclusion Action team that will operationalize departmental equity and inclusion workplans throughout the city that advance the SREAP priorities.
- D. May represent the City at events where appropriate and approved by city staff or the City Council.
- E. Perform other duties and functions as requested by city staff or the City Council.

SECTION 2: Effective date. This ordinance shall take effect 30 days following its passage and publication.

Passed by the City Council of the City of Roseville this 3rd day of June 2024.

(SEAL)

CITY OF ROSEVILLE

BY:   
Daniel J. Roe, Mayor

ATTEST:

  
Patrick Trudgeon, City Manager