

**Equity and Inclusion Commission
Meeting Minutes
September 18, 2024**

Commissioners Present: Amanda LaGrange, Alfred Chan, Gabrielle Filip-Crawford,
Prajwal Vemireddy

Youth Commissioners: Gwen Goedken, Anica Barze

Commissioners Absent: None

Staff Present: Equity and Inclusion Manager Antonio Montez and City Manager
Patrick Trudgeon

Call to Order/Roll Call

The Equity and Inclusion Commission (EIC) meeting was called to order at 6:30 p.m.

Receive Public Comment

None.

Business Items

a. Approve Minutes

b. Administer Oath of Office to New Commissioners

City Manager Patrick Trudgeon administered the Oath of Office to the new Commissioners.

c. Overview of Equity and Inclusion Work

Equity and Inclusion Manager Montez presented an overview of Equity and Inclusion work the Commission will be tasked with during the year.

Each Commissioner introduced themselves to each other and described a hobby they liked.

Mr. Montez asked the Commission about their hopes and dreams for the group.

Commissioner Vemireddy explained that a year from now, he would like to look back and see some equity and inclusion impact in every aspect of each Commission.

Commissioner Filip-Crawford liked what Commissioner Vemireddy said about equity and inclusion and thought that was a hope she had. She did not want to see equity and inclusion as separate things from other functions of the City government. She also hopes there will be

47 movement in the degree to which people living in Roseville feel heard and that their voices are
48 included.

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50 Commissioner LaGrange hoped that the Commission could have something measurable to show
51 the City that this is not just a performative exercise. There should be some way to measure the
52 actual outcome, where things are moving, and whatever that looks like.

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54 Youth Commissioner Barze indicated she wants to learn to be a leader in equity and inclusion.
55 She wants to see more kids in school who look like her step up and do more things in that sense.

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57 Commissioner Goedken indicated she was at the meeting because someone from the previous
58 Commission gave her information. She explained she wants to be a lawyer and thought this
59 Commission would be an excellent opportunity to learn how to do more in the community and
60 help people.

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62 Commissioner Chan explained he had not formulated any fears; he had prepared for the
63 interview and did think about some things. He indicated that everyone has been exposed to
64 inclusion and equity throughout their lives, and quite often, it depends on where the person
65 comes from and their perception, which can be interpreted in many ways. Suppose it is
66 challenging to find the right way to do things. He wants to understand first, learn, and listen, and
67 not have a perception of what the Commissioners will get out of it right at the beginning. Maybe
68 making a small step is a big step already. There is an environment where the Commission can
69 accomplish a lot. He thought it concerned them and how the Commission works together. At
70 this point, he is here to learn and listen more.

71
72 Mr. Montez indicated he agreed with everything and would like to do and see the Commission
73 do as well. Equity and inclusion do not need to be a significant initiative that they are doing; it
74 can be about the little things. He loved how this Commission could connect and collaborate with
75 the other Commissions. He also likes that the Youth Commissioners want to help empower the
76 young people in their schools, so the Commission needs to figure out what that looks like and
77 how to make that happen.

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79 Mr. Montez started a few icebreakers with the Commission for the Commissioners to think about
80 and complete through discussion.

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82 Mr. Montez also reviewed the Commission's goals and continued his presentation on GARE, the
83 Equity and Inclusion work plan, SREAP, and his role in the City.

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85 The Commission discussed equity and inclusion regarding race and youth and how it can
86 develop goals to accomplish them.

87
88 Mr. Montez continued the presentation, explaining the Racial Equity Dividends Report and its
89 components. He indicated that Roseville's Community Aspirations, Inclusion, and Respect
90 statement, the Strategic Racial Equity Action Plan (SREAP), and his long-range equity and
91 inclusion plan were also important for the Commission.

Mr. Montez reviewed his long-range equity plan, which includes the E&I Commission and the Equity & Inclusion Steering Team within the City organization, the Equity & Inclusion Action Team, Employee Resource Groups, and the Department Equity and Inclusion Action plans with the Commission.

Mr. Montez noted that the Commission needs a Chair and Vice Chair, which will occur at the next meeting. He explained what the roles embodied. He also indicated that there will be a new Commissioner orientation, which will be virtual, and the next meeting will be October 16, 2024, starting at 6:30 p.m.

Other Business

None.

Adjournment

Equity and Inclusion Manager Montez adjourned the meeting at 7:56 p.m.

Respectfully submitted,

Sue Osbeck

TimeSaver Off-Site Secretarial, Inc.