

1 **Human Rights, Inclusion and Engagement Commission**
2 **Meeting Minutes**
3 **JUNE 17, 2020**
4
5

6 **Commissioners Present:** Cat Beltmann, Keith Allen, Monica Bolinger, Etienne Djevi,
7 Richard James, Grace Lee, and Kathryn Macomber.
8

9 **Youth Commissioners:** Beverly Yiling Xie
10

11 **Commissioners Absent:** Ahmed Hassan, and Lauren Peterson (excused)
12

13 **Staff Present:** Rebecca Olson, Assistant City Manager
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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 **Moment of Silence In Honor of George Floyd**
21

22 **Approve Agenda**
23

24 Chair Beltmann recommended moving Item 7D (Essay Contest Debrief) to the July HRIEC
25 meeting.
26

27 Commissioner Lee moved and Commissioner Djevi seconded a motion to approve the Agenda as
28 amended. Motion passed unanimously.
29

30 Commissioner Djevi indicated he would also like to move Agenda Item 7C (Pandemic, Civil
31 Unrest and the HRIEC Work Moving Forward) to the top of the meeting agenda in case residents
32 would like to comment on this.
33

34 Commissioner Djevi moved and Commissioner Lee seconded a motion to amend the agenda to
35 move Item 7D (Essay Contest Debrief) to the July meeting as well as moving Item 7C
36 (Pandemic, Civil Unrest and the HRIEC Work Moving Forward) to the top of the agenda to Item
37 7A. Motion passed unanimously.
38

39 **Public Comment on Items Not on Agenda**
40

41 **Approve Minutes**
42

43 **a. February 19, 2020 Human Rights, Inclusion and Engagement Commission**

44 Commissioner Djevi made a correction on line 137, removing “hour” and replacing with
45 “outreach”.
46

47 Commissioner Macomber moved and Commissioner Djevi seconded a motion to approve the
48 February 19, 2020 Human Rights, Inclusion and Engagement Commission meeting minutes
49 as amended. Motion passed unanimously.

50

51 **Youth Commissioner Report**

52

53 Youth Commissioner Xie indicated she tried to get people on her Zoom meeting regarding a
54 discussion on recent events and racism. She noted in February she stated she could do
55 something to reach out to the community better so everyone knows about the Youth
56 Commissioners and the Commissions of Roseville. She indicated she has some suggestions that
57 she would email to Ms. Olson. She explained she has also been having conversations with high
58 school students about how they felt regarding the recent events, given different backgrounds.

59

60 Commissioner Lee noted with distance learning at the end of the school year there has been a lot
61 of discussion on educational equity because different student situations affect how well they do
62 at distance learning, whether it is particulars of homelife or different circumstances. She was
63 wondering for Roseville School District what Youth Commissioner Xie's sense of that.

64

65 Youth Commissioner Xie explained with distance learning it seemed like people stopped coming
66 to the online classes. She noted her school is not grading based on letters, it is pass or no grade
67 unless the student requests a letter grade. She explained she requested letter grades because she
68 felt it would help her GPA.

69

70 Commissioner Lee thought this is something that should be reviewed this fall with the
71 Commission to see if there is anything the city can do to help with possible distance learning.

72

73 Commissioner James wondered if the HRIEC had any authority to inquire about the
74 disadvantaged students having access to a computer or the internet.

75

76 Chair Beltmann thought this was something that could be looked into and discussed as
77 something to recommend. She thought a discussion for this could be put on the July agenda.

78

79 Youth Commissioner Xie thought it was also important for people to be able to get some
80 socialization.

81

82 Commissioner Lee thought this was also something that could be discussed, to find ways for
83 people to socialize if this separation and distancing continues.

84

85 **New Business**

86

87 **a. Discussion: Pandemic, Civil Unrest and the HRIEC Work Moving Forward**

88 Chair Beltmann indicated this item is regarding the killing of George Floyd and civil
89 unrest in the community at this time. She indicated she was open to conversations
90 and would like to have the public comment first.

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Ms. Jennifer Waddell

Ms. Waddell explained she has been a resident for four years and is a former Civil Rights lawyer from California. She indicated she supports the work the HRIEC does. She stated based on Youth Commissioner Xie’s report she has heard a little bit around volunteer tutoring and volunteer mental health support. She is very interested in what the role of the Commission and the city Council can be with regard to registering people to vote because she is encouraging people to participate in the democratic process. That is something she thinks a lot about in regard to systemic racism and systemic change. Another thing she is especially interested in is what role the HRIEC plays in the annual budget process and what the timeline of that is. There is a lot of increased interest in the role of the Commission. She was also curious about the public facing part, if any, of what the Commission does and how community members can support and promote the HRIEC work.

Ms. Julie Strahan

Ms. Strahan indicated she has lived in Roseville for approximately seventeen years and is close friends with Commissioner Djevi. Noted in Nextdoor and online over the past few weeks there has been a lot of interest in what the HRIEC does and how that applies to what the city will do moving forward. There were a lot of people wondering what happened to the Imagine Roseville Initiative and if somehow the work started there would, could, or should be perpetuated and carried on by the HRIEC. She thought there was a lot of concern in the wake of the acquittal of the person who murder Philando Casteel, that the group was disbanded. She indicated she is concerned, interested and passionate about making sure that the work that was done there continues.

Ms. Strahan knew the HRIEC has worked on renaming parks and in light of things that have been happening across the State and even today, big companies making significant changes, even in changing the titles of Chief Executive Officer to Executive Administrator and taking demeaning things out of names. There is a real strong interest in seeing Pocahontas Park being renamed along with other entities. She also was talking with her daughters about the Heritage Trail and how there are no significant Native events that happened on that Heritage Trail. She would like to see if there is a way to show more ethnicity on that Trail as well. Something that has been passionate for her over the years is to see if there is a way the city could create a Human Rights Ordinance. She thought that at a minimum the city holds its businesses and other entities within the city to a high standard and if it could be tied to licensing. She thought having a Human Rights Ordinance was important to represent to all of those citizens of the city that those citizens are valued. She also would like the city to hold the policing to a higher standard in the city that has to do with Human Rights as well.

Chair Beltmann invited the Commission to start with discussion topics.

136 Commissioner James thought in light of where we are as a Country and as a State and
137 city he did not think the HRIEC necessarily needed to refocus on its workplan but he
138 thought workplan needs to be looked at in relationship with the respective of where
139 the city is at and what has been going on. Specifically, his concerns are and partly
140 because he has not been a resident very long, but Roseville or Minnesota at all, he
141 wondered what the city's police force ratio is concerning people of color and what is
142 the use of force policy in the city. He thought the Commission needed to refocus on
143 where it needs to go with the workplan.

144
145 Commissioner Lee asked if the city Council already approved the 2020 Workplan.

146
147 Chair Beltmann indicated it was approved but the Commission could revise it and
148 bring a revised recommendation to them.

149
150 Commissioner Lee felt the items that were approved in the Workplan are more along
151 the lines of engagement and outreach and she thought some of the comments that the
152 public made, such as looking at the Ordinances and seeing what the city has in place,
153 what other city's might have in place for Human Rights Ordinances, she thought
154 those are newer items that are not in the Workplan and she would be interested in
155 maybe amending the Workplan and try to get the city Council to approve that. Even
156 in working with the Roseville School Board for Educational Equity during distance
157 learning or with the police, that is some of the stuff not in the Workplan.

158
159 Chair Beltmann asked if Commissioner Lee was asking the Workplan be amended to
160 look at city Ordinances to make sure those Ordinances are inclusive.

161
162 Commissioner Lee thought either inclusive, and or equitable but also looking at some
163 of the city's processes and policies, which were previously not approved, but
164 revisiting that with the lens of how lives may be different until there is a vaccine for
165 Coronavirus and how might the city help the people in the community because that is
166 all new and was not around when the Workplan was approved.

167
168 Youth Commissioner Xie explained in the Orchestra Zoom call a few African
169 American students spoke and said that they fear for their lives every day, as well as
170 for their parent's lives. She explained that conversation made her really think about
171 her privilege as an Asian American as a model minority. The model minority myth,
172 she thinks is what prevents the Asian American Community from having a helping
173 hand because the Asian American Community thinks those individuals have worked
174 to achieve a status where people are not as stigmatized against them but in reality, the
175 Asian American is a minority group. She explained she felt really bad because the
176 Asian American Community is not standing with the black people, which both are
177 minorities. She felt her community should stand with other minority groups.

178
179 Chair Beltmann explained she is going to make a statement on behalf of herself and
180 not of the Commission.

181
182 Commissioner Djevi thanked everyone in attendance and wanted to talk about this in
183 two different ways. The first way is how he feels as a black man in America and
184 secondly will be what he thinks the Commission can do to try to solve some of these
185 long-lasting issues. He noted he is a doctor and specialized in infectious diseases and
186 he has been seeing COVID patients every day. He indicated the first day he went to
187 see his first COVID patient he did not know if he would come home alive, would he
188 get COVID and if he got it and died from it what would happen to his family and who
189 look after them. He noted after seeing many patients he is still healthy.

190
191 Commissioner Djevi explained that is just one battle though, the battle of being a
192 black man in America is a bigger battle than COVID. To see a black man choked to
193 death in the streets by the Government and the way it was done with no regard to his
194 life is disgraceful and unacceptable. Shame on the Government for standing up for
195 that and shame on the Government for covering up for that and shame that people
196 keep looking the other way because he believed that authority keeps looking the other
197 way until it can no longer look the other way. When does it stop. He is a human
198 being that was choked to death by the Government. He noted he sees people
199 justifying the killer and saying that George Floyd did something wrong and deserved
200 to die. No one deserves to die that way. He indicated he came home from seeing
201 COVID patients and he cannot have a peaceful night because he does know if his
202 own Government will come and kill him or kill his family or people important to him.
203 He asked when it stops.

204
205 Commissioner Djevi indicated for this to change the majority of the culture will have
206 to say no and he is grateful to say that this time it seems different and more people are
207 stepping up and he is grateful for that but it should not take years of people being
208 murdered on the streets for people to say that is not right. He would like to know
209 what the Commission could do. Imagine Roseville was a process that the city studies
210 itself after Philando. He remembers when the city government has said that the
211 HRIEC will take over the role of leading this effort but other times it is slowly let go.
212 He explained the city should not have let it go and he thought the city needed to get
213 Imagine Roseville back up and running because this is not going to be the last time.
214 The killing of black men by the Government is not going to be the last time. If we
215 can be proactive and try to find a solution going forward so that it would prevent what
216 is preventable all we can say is one murder was acquitted and the whole thing is over
217 and the process is no longer needed and to wait and react to the next time it happens
218 again. He did not think that was helpful for anyone. He was talking about the whole
219 system and if everyone waits for it to happen again the city reacts but does not follow
220 through with the processes it says it will put in place to prevent the next one.

221
222 Commissioner Djevi explained this ties into some comments he made last fall which
223 is we cannot say we want Roseville to be welcoming and keep shutting down
224 conversations or things that will make people feel welcome in the city. He noted
225 there are things that the city needs to get going on, such as the pilot program, so that

226 we create an environment where people feel welcome and when things happen the
227 residents know that the local Government has their back because empty words do not
228 mean a whole lot anymore. Words are nice but when there is not action for them the
229 words are empty. He noted that as a Human Rights, Inclusion and Engagement
230 Commission it is their responsibility to bring Imagine Roseville back. The
231 Commission needs to make the recommendations to the city Council and it up to the
232 Council to take the recommendation on. He indicated he is angry, tired, and
233 frustrated.

234
235 Commissioner Allen explained he agreed with everything said and the city and
236 Commission has to look at this as no longer something that is just impacting people
237 of color because that is what makes it easy to move on to the next day. Just like
238 COVID is affecting people of color and elderly people and if that is just looked at as
239 only affecting them then it is easy to move on. The elderly are a high population in
240 this community and also vital in the community. Many African American men, black
241 men, many men of color live with this watching over their back just like many
242 women that walk alone at night.

243
244 Commissioner Allen indicated his concern and fear is if something like what
245 happened to George Floyd happened in Roseville the community would be coming to
246 this committee and he would have to tell the residents that the HRIEC does not have
247 much of say and are a group that works on the city Workplan but he felt the
248 community would tear them apart. He thought it is also a time to reflect on how this
249 committee can shift to really respond to community needs and what the Commission
250 needs to do and how to become the advocates and voice for the community. One of
251 the things that the residents are going to see change is that the Commission is now
252 more accessible to community because the Commission is meeting this way. If the
253 Commission continues to show the Workplan that was approved in February it will
254 not work because that does not match what is needed right now. Even if what
255 happened to George Floyd would not have happened, the Commission would still
256 have to switch gears because of COVID because he believed there will not be any
257 community events happening in 2020 which is his belief from social distancing along
258 with culpability on where the community is so those relationships that were never
259 established will have to form in a completely different way and may not form
260 completely until 2021. He also recommended looking at the Workplan to really
261 respond to how the local Government can better position themselves to respond to
262 community need.

263
264 Youth Commissioner Xie indicated this has been a time for her to acknowledge her
265 privilege and sign petitions and get her voice out to do everything she can and as
266 Asian American, the only time she has never felt safe since moving to America in
267 2013 was when COVID broke out and there were stories of people violently attacking
268 Asians and saying negative things about Asians online and to think that people have
269 dealt with this for four hundred to five hundred years and she did not know how they
270 do it. As for words, she feels like saying “black lives matter, racism sucks” and has

271 become a trend and wondered if people really meant it. How does anyone know if
272 people really mean it and what are those people going to do if those words are said.
273 She also wondered if the police have any policy against people that call in on people
274 that are living while black.

275
276 Ms. Olson indicated she did not know the answer to that question but when it comes
277 to the police, previous to Commissioner James comment, there is information on the
278 Police Department’s website that has all of the data such as use of force and traffic
279 stop data. She noted that she can follow up on that question.

280
281 Commissioner James explained back in New Jersey he was involved in a program in
282 the high school where he trained students to go into classrooms to help deal with the
283 “isms”, about discrimination, sexism, and ageism, etc. Part of being involved in that
284 has helped him to be more sensitive and learn more things. One of the things he
285 learned specifically is that silence is acceptance. That if we do not, as white people,
286 speak out and if we do not support the minority communities in their starving to be
287 treated like the white man then we are saying it is not a big deal. We, as white
288 citizens need to stand even more firmly and speak up and talk. We need to make our
289 fellow white people uncomfortable and only when we feel uncomfortable that we
290 usually act. If we are satisfied where we are, we will not do anything so until we as
291 white people start feeling more uncomfortable about what is going on in this Country
292 things are not going to change.

293
294 Commissioner James noted as the only white male on the Commission, he cannot
295 understand the black experience. He does his best to try to understand and to
296 empathize as much as possible and on behalf of anybody he can say this to and he
297 apologizes to Commissioner Djevi and Commissioner Allen for injustices that each
298 have experienced. He stated he heard time and time again from students the issues
299 that were expressed today. If there are things that the Commissioners can do to try to
300 make the minority communities in this town feel safer and accepted and feel equal in
301 every respect then it needs to be done as a Commission.

302
303 Chair Beltmann noted that the demographics are changing drastically in the State and
304 the different demographic groups that used to be in the minority are no longer in the
305 minority or are quickly becoming the majority and she thought that was also a
306 narrative that needs to be told and talked about. Referring to groups as a minority
307 when the groups are no longer one or actually the majority, she thought it is one of
308 the ways that the Commission needs to be conscious of the words that are used.

309
310 Commissioner Lee asked if there was any staff update on the Human Resource
311 Practices and Policies.

312
313 Ms. Olson updated the Commission.

314

315 Commissioner Lee thought with Workplan discussion the Commission might want to
316 think about contracting practices and City Ordinances.

317
318 Commissioner Bolinger explained as far as systemic racism she has been aware of
319 this being an issue in the Country and World for a really long time but she never
320 really felt she belonged in that space as being someone who can really stand up and
321 do something about it, being a white person of privilege. Since the murder of George
322 Floyd, she has spent a lot of time reflecting and educating herself through books and
323 movies, documentaries, and webinars. There is a wealth of information out there to
324 educate them and she thought it is really a first step and could be something that the
325 Commission is a part of, which is starting the conversation. She thought the event the
326 Commission was spearheading, the work Commissioner Peterson did in January 2019
327 for the Human Sec Trafficking Awareness Month, when looking at promoting
328 proclamations, those events that were put on had a lot of positive feedback from the
329 community. She thought this is the first step the Commission needs to do in order to
330 find a way to support this movement. She also knew that on Nextdoor the city is
331 putting together a group that is going to be working with the Police Department as far
332 as expectations and how the Police Department can make modifications as well and is
333 it something that the Commission might want to be a part of as well.

334
335 Ms. Olson explained it is called the Multicultural Advisory Commission and
336 applications are being excepted right now and is meant to be a community driven
337 group and she did not think it is the same structure as what a typical Commission is.
338 She did not know what role this group would have in it or if it would be more of an
339 individual role.

340
341 Chair Beltmann explained she has been doing a lot of thinking about this over the last
342 several weeks and have had a lot of conversations with the Commission and staff.
343 She read the following statement “We are clearly at an important time in our
344 community and thought the comments that all of you have made have demonstrated
345 that. It should not have taken eight and a half, eight minutes and forty-nine seconds
346 of us watching a video of George Floyd dying and the countless other black women
347 and children that we have seen murdered to spur this point in time. I am arguably just
348 as guilty as anyone else in paying lip service to address racism and structural racism
349 within our society. I cannot do that anymore, we have to, as a city and as our
350 Commission, should be doing something to address racial equity and racism. The
351 display case work the Commission has done is great but that is not going to lead to
352 lasting change. That is just giving lip service to the need to address racism without
353 actually being called to act. We need strong leadership and decisive action right now
354 to resolve the immediate and long-term change for our community and I thought we
355 could do that. In terms of listening sessions, we have had listening sessions. The city
356 has heard from community members regarding what needs to change and what we
357 need to address. The information is out there. It is incumbent upon the city and I
358 think our Commission has a role in this as well as the city Council now to gather that
359 and develop actual, implementable action items that the city plans to take to address

360 these issues. We do not need to continue to have conversations upon conversations to
361 address racism. I know there are staff members within the city who have the vision,
362 passion, and skills necessary to implement policies and procedures that will actually
363 result in meaningful and real change for the community. What we need and what I
364 am hoping to see is strong leadership from within the city and from the city Council
365 in supporting and implementing this change. We do not need to spend months
366 reviewing and nitpicking minor details around a Commission recruitment process that
367 we know is not getting us the results we want or the applications that we need. We
368 know what the best practices are, we know what the changes are that need to be
369 made. We need leaders who will actually follow through and implement those
370 changes. At all levels of Government, we need to recognize and make space, and I
371 would call it specifically, I think looking at Roseville City Government and our city
372 Council, it is not diverse. We need people in positions of power, especially white
373 people to step back and make space at the table for black, indigenous and people of
374 color in our community. It means giving up power and control on decision making
375 but it is required. It is uncomfortable but we have to have the uncomfortable in our
376 conversations, it is necessary, and the community needs it and demands it. The city
377 has a racial equity statement that we have referenced numerous times in our meetings.
378 “The City of Roseville is dedicated to creating an inclusive community where the
379 predictability of success is not based on race or ethnicity. The actions of Government
380 at the Federal, State and Local level have created racial disparity that continue to
381 harm our community. Rectifying these decisions is critical to the development of a
382 vibrant community and a high quality of life for all residents. All City Departments
383 will prioritize racial equity in their planning, delivery and evaluation of programs,
384 policies, and services. The City of Roseville is committed to taking tangible steps to
385 normalize, organize and operationalize racial equity principals and tools with an eye
386 towards impactful and sustainable outcomes that create a more equitable
387 community.” The statement is great, it says a lot and is a lot of words. As
388 Commission Djevi said Words without actions are only words. The city Council has
389 yet to adopt this statement and to make it a required guidance for decision making in
390 the city. The city Council needs to do that. They need to direct staff that they have to
391 act on this in everything that they do. In the short term I also think the city needs to
392 consider hiring a racial equity consultant, specifically someone who is non-white.
393 That consultant needs to conduct a comprehensive assessment of city policies and
394 practices, develop an equity and inclusion plan and build capacity for staff and
395 Commissions through training and coaching. City Council and staff do not need to
396 wait on our Commission for the city to make these recommendations, they can take
397 action on this today, now, at their next meeting. Our Commission can continue to
398 develop ideas and thought around culturally relevant programming but what we need
399 to have is unequivocal support from city Council to build relationships and involve
400 the broader community in this process. We are not able to make effective decisions
401 working only as a silo of the group sitting around the table once a month at City Hall.
402 We need that community input to understand what the community actually wants.
403 The city process for Commission recruitment and holding meetings has to change and
404 it has to be more dramatic than it has been in the past. It is time for the city Council

405 to step up and to approve the changes that have been recommended from staff so we
406 can actually get representation sitting around the table on our Commissions
407 representing the ideas and thoughts of those who live within our city borders. City
408 Council and staff do not need to wait on our Commission, they can make these
409 changes now. Our Commission meets once a month under normal circumstances and
410 who knows when or how frequently we will be able to meet going forward. There is
411 no way with both the frequency of our meetings, the restrictions that have been
412 placed on our workgroups and the ability to join and form workgroups as a part of our
413 Commission and recognizing that we are all volunteering our time, that our
414 Commission will be able to shoulder the level or work that needs to happen in
415 developing, vetting and recommending community engagement inclusion strategies
416 for the city. We need the city Council and we need the city to step up on this. Our
417 Commission should certainly play a role in helping to advise and recommend but
418 ultimately the leadership needs to stand within the city and within city Council.”

419
420 Chair Beltmann explained she is here for this work and committed to it and wants to
421 continue to work with this Commission in how it can actually move forward and
422 actually implement change. She indicated that cannot be done in the old way the
423 Commission has operated. She thought they needed to look at and revisit how the
424 Commission is structured, what their charge is from the city, and she thought if there
425 is that real desire and fire for change coming from Council and from the city to enable
426 the Commission to do the work it is charged with doing.

427
428 Commissioner Djevi indicated he applied to the Multi-Cultural Committee yesterday
429 and if people are interested to go online to apply. He appreciated Chair Beltmann’s
430 comments and thought meeting three hours a month is not enough to get the work
431 done that needs to be done. The Commission has a lot of work to do. Leadership
432 needs to step up as well.

433
434 **Ms. Julie Strahan**

435 Ms. Strahan wanted to speak to Commissioner Bolinger words. She understood the
436 need for people who might not be ready to ease into it but she thought they need to
437 take hold of the momentum that is happening right now and people of color have
438 heard that over and over and she did not think it can wait anymore. She thought the
439 Commission might defer to another community organization such as Do Good
440 Roseville to do some of the book clubs and learning. This has to happen and cannot
441 waste this opportunity to change.

442
443 **Ms. Kathy Ramundt**

444 Ms. Ramundt agreed with Chair Beltmann’s statements and appreciated the
445 comments. She thought the city needed to take action now and not wait any longer
446 because there is energy around it now which will go away. She thought the
447 Commission has a role in education because Do Good Roseville can promote
448 programs but if the HRIEC and the City of Roseville were onboard and a partner on it

449 that gets a whole different audience of people that might be engaged in it and is really
450 important.

451
452 Ms. Ramundt explained she is in conversations right now with Matt Johnson from
453 Parks and Rec about trying to do a version of redoing and reshowing Raise the Power
454 of Illusion which the Commission partnered with Do Good Roseville in 2017 to try
455 and do that and how to do it with social distancing at the OVAL. She noted that was
456 a great basis of education for people that are just now coming to the table and
457 understanding. She listed some programs her group is doing with the library as well.
458

459 Ms. Ramundt indicated regarding the proclamations, it is meaningless without action
460 so every time a proclamation the Council and Commission need to be challenged to
461 do something about it and make them be something.
462

463 Commissioner Macomber explained she did not want to be the one where it appears
464 that silence is decent or that she did not care. She did not prepare a statement and
465 was grateful for everyone sharing such impactful, heartfelt statements and as a
466 privileged white woman it is hard to understand any discriminatory experience and
467 felt so grateful. She indicated she has been researching and has tried to be anti-racist
468 and wants to support the end of racism. She is very excited about tonight's meeting
469 and the energy and activism that she has been looking for on this Commission.
470

471 Youth Commissioner Xie thought this time the Commission needs to connect and talk
472 about things that make them uncomfortable. She indicated the group chat she formed
473 in January she now knows what that identity of it is and she can make it into a
474 community allied group to reach out to the community to talk and can be a support
475 group.
476

477 Ms. Olson explained being the staff liaison she does play a role in both trying to bring
478 the Commission ideas to the Council as well as the Council's feedback to the
479 Commission. In that, it is often times difficult because as somebody who is the
480 mother to two children of color, she has had to really reflect on her own personal
481 actions and what she has done. She is in a position in a local government where her
482 actions directly impact policies and procedures and what she has realized after
483 looking really long and hard at some of the things she has done and some of the
484 things she has even recommended to this Commission that those recommendation
485 may not have been what her intention was and she really has come to realize that
486 actions and intentions can really have opposite effects. What she is trying to share is
487 that she is looking at and reflecting at the things that she, as a white woman, is doing
488 and she, as a staff member, is doing and she is committed to making sure that there is
489 change so that the city policies are anti-racist in the city. She indicated she read that
490 there are no race neutral policies, they are either policies that continue to perpetuate
491 the system of racism that has been built or there are policies that are actively trying to
492 prevent that. She really thought that her role is to really help voices on both sides

493 come together and she will do what she can on both sides and making sure there is a
494 good line of communication between the city Council as well as the HRIEC.

495

496 **b. Commission Workplan Reminder**

497 Chair Beltmann indicated she did not think there needed to be review of this item at
498 this time and thought it could wait until the July meeting. She thought meeting with
499 the Council in July was premature.

500

501 The Commission thought moving the Workplan to July made sense.

502

503 Chair Beltmann thought the Commission could schedule a special session to meet
504 before the July meeting as well to discuss this item if the Commission wanted.

505

506 Commissioner Lee thought it might be more productive for the smaller groups to
507 meet before the July meeting rather than a large group in July.

508

509 Commissioner Allen would like to postpone this discussion until July or to plan a
510 special meeting for this item. He indicated he was not ready to focus on anything at
511 this moment.

512

513 Chair Beltmann agreed and indicated she was not ready for this conversation either.

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515 Commissioner Bolinger agreed as well and thought as a Commission the workplan
516 needed to be looked at together to revise before actually working on it. She thought a
517 special meeting before to get things in order is best.

518

519 Chair Beltmann thought the Commission should review the Workplan on their own
520 for changes and she would work with Ms. Olson on seeing if a Special Session could
521 be set up.

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523 **c. Election of Chair, Vice Chair and Appointment to Ethics Commission**

524 Chair Beltmann reviewed the staff report from June 17, 2020.

525

526 Commissioner Macomber indicated she is currently the Ethics Commission
527 representative and would be willing to continue if no one else wanted the position.

528

529 Commissioner Bolinger explained she would like to be the representative. Her
530 master's degree concentration was Ethics and Leadership so she might be able to
531 bring a different perspective to that subject.

532

533 Commissioner Macomber thought it was a wonderful opportunity and would step
534 down for Commissioner Bolinger to be appointed.

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536 Commissioner [redacted] moved and Commissioner [redacted] seconded a motion to appoint
537 Commissioner Bolinger to the Ethics Commission. Motion passed unanimously.

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Chair Beltmann asked for nominations for the Chair of the HRIEC Commission.

Commissioner Djevi nominated Commissioner Beltmann for the Chair for another term.

Commissioner James seconded the nomination.

Chair Beltmann indicated she was happy to accept the nomination but wanted to make sure that the space is open for someone else if there is interest.

Commissioner Djevi moved and Commissioner James seconded a motion to appoint Commissioner Beltmann as Chair of the HRIEC. Motion passed unanimously.

Chair Beltmann asked for nominations for the Vice-Chair of the HRIEC Commission. She indicated she would like to nominate Commissioner Djevi if he is interested.

Commissioner Allen seconded the nomination.

Commissioner Djevi accepted the nomination.

Commissioner Beltmann moved and Commissioner Allen seconded a motion to appoint Commissioner Djevi as Vice Chair of the HRIEC. Motion passed unanimously.

d. Essay Contest Debrief

Item moved to the July HRIEC meeting.

Other New Business or Reports

None.

Announcements

Commissioner Djevi indicated this is not an announcement but a call to action. A call to have all of us close our eyes and come up with what kind of things that need to be done. His pledge is to propose things that would make people of all backgrounds live peacefully in the City of Roseville.

Future Agenda Items

- a. Workplan Discussion
- b. Essay Contest Debrief

Adjournment

Chair Beltmann adjourned the meeting at 8:41 p.m.

583 Respectfully submitted,

584

585 Sue Osbeck

586 *TimeSaver Off Site Secretarial, Inc.*