

**Human Rights, Inclusion and Engagement Commission**  
**Meeting Minutes**  
**JULY 23, 2020**

**Commissioners Present:** Cat Beltmann, Keith Allen, Monica Bolinger, Etienne Djevi, Ahmed Hassan, Richard James, Grace Lee, Kathryn Macomber and Lauren Peterson.

**Youth Commissioners:** Beverly Yiling Xie

**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.

Assistant City Manager Olson noted the city has recently had some incidents regarding Black Lives Matter signs in which the Roseville Police Department has been investigating. She explained this type of behavior that is meant to intimidate will not be tolerated in the city. The city did release a statement following this incident. She read the statement from the city.

Ms. Olson updated the Commission on the threatening notes some residents have been receiving in the city. She indicated the Roseville Police Department sent a press release that a suspect has been arrested and charged with three felony threats of violence in relation to leaving those notes. Out of the Police Departments press release it was noted that these types of behaviors and acts will not be tolerated. She read a statement from the Police Department to the Commission.

Commissioner Peterson and Hassan joined the meeting.

**Approve Agenda**

Chair Beltmann recommended a change to the agenda. She would like to move up the discussion of the Commission Workplan to follow immediately after approval of the minutes and public comment.

Commissioner Peterson moved and Commissioner Djevi seconded a motion to approve the Agenda as amended. Motion passed unanimously.

**Approve Minutes**

- a. June 17, 2020 Human Rights, Inclusion and Engagement Commission**

Commissioner Peterson moved and Commissioner James seconded a motion to approve the June 17, 2020 and June 25, 2020 Human Rights, Inclusion and Engagement Commission meeting minutes as presented. Motion passed unanimously.

### **Public Comment on Items Not on Agenda**

Chair Beltmann read an email from Mr. Matt Zitzow, 2432 Irene Street.

Mr. Angus McDonald, 1925 Glick Lane, introduced his family to the Commission and indicated his family are the ones who had the Black Lives Matter signs where two dead racoons were placed in front of it. He noted he quickly put up a camera which lead to last Monday morning a police officer showing up on their doorstep explaining this situation had been called in and in turn went out to see one of the most horrific sights they have seen. He summarized the incident. He explained his family was grateful for the cooperation from the Roseville Police. He noted this is the third time that these signs were removed. His daughter explained her family has not received any of the threatening notes that was noted before and there has not been any violence to harm their family, which is due to the privilege of being in a very well-off neighborhood and a white family. These actions of hate just emphasize the length that people are willing to go to display such a hateful message. If these people are willing to do that to a white family with security and the Roseville Police on their side, imagine what these people could do to a family of color or in a more unsafe neighborhood. She indicated that is very concerning for a community member who wants everyone to be safe.

Mrs. McDonald explained the sign was put out as a sign of support and she was disappointed but not surprised at the signs being stolen and defaced, but her family wanted to keep putting the signs out there because it is important. After the last incident where the racoons were placed out there it was extremely violent and disturbing that these racoons are being killed for this purpose. This sent a very specific racist message to the rest of the community and something needs to be done.

Mr. McDonald observed that his family would not have known about a lot of this, being a white family in a largely white neighborhood. He indicated the residents should use the Black Lives Matter signs as a way to unearth some of the tensions that are out there because it was very eye opening for them.

Ms. Huda Yousef indicated her son and his father lived in the condominiums behind where the Black Lives Matter signs are and where the racoons were found, and she lives in Little Canada because she could not find a place suitable in Roseville to live. She wanted to let the HRIEC to know that the Commission's mission confuses her a little bit and she would love for the Commission to be more proactive. She read the mission statement of the HRIEC from the city website. She indicated she is very close friends with Mr. Djevi and was involved with Imagine Roseville four years ago when Mr. Philando Castile was murdered. She thought it was very disappointing to her that the HRIEC has not been a very active Commission in the community. A lot of the work that is being done in the community is being led by community members such as Do Good Roseville and Mr. Djevi. She asked if the Commission cannot actually investigate

the hate crimes that are happening within the community and not in the front lines of the act, her son's life, who takes the bus from Brim Fork Rim Hall as well as the middle school next year is not that far from the sign. He takes swimming lessons in the Fairview Community Center once it is rebuilt. If the Commission cannot investigate and people cannot feel safe in the community then she was not sure what the recourse is. This is called a Human Rights Commission and there are human rights, her safety and her son's safety and every black persons safety along with the McDonald's safety is in jeopardy because people are emboldened by this administration to show hate and if that hate is not going to be stood up against by the city and Human Rights Commission then a reimagining of the Commission's mission and how it does work is needed otherwise these acts are going to happen over again. She is requesting that the mission statement be changed. She stated people have to know that the Commission stands up against hate and that there are people that will do the work to stop hate.

Ms. Kathy Ramundt, indicated she preferred not to include her address. She explained there were extensive comments made at the city Council meeting on Monday, mostly before the EDA meeting and in those comments the only thing she asked for was for the city Council to reach out to families that were subject to all the threatening signs and notes. She heard that no one, except for the Police Department, in city leadership reached out to those families that have been impacted. She stated people need to know that the city supports them. She hoped the HRIEC will push for that and may be a role of the Commission. She indicated she supported Ms. Yusef and expressed her desire to have the Commission have more power. In the short term if someone goes to the HRIEC website it says basically if there are human rights issues to call the Minnesota Department and she understood the Commissioners are volunteers and there is not expertise in that field but at minimum she thought it could say, "we care and want to know what is happening in our city". She would like to have the ability for people to share their stories so the city can start to get an understanding of what is actually going on in the city for our black and brown friends.

Ms. Jennifer Wadel explained her daughter Caroline is going to be starting the third grade at Little Canada Elementary School. She took Kathy's point in saying their addresses. She wants to briefly second what Ms. Yusef said about helping, as a community member, strengthen the work of the Commission to do more outreach into the City of Roseville on the HRIEC behalf. She thought the Commission had much more access to people who are paying attention finally. She thought the Commission should have teeth and find where they are. She knew that part of her role as a community member can be to push the city Council to take action on the recommendations of the HRIEC. At the city Council meeting this week she spoke as well and mentioned the three things that are on the top of her mind long-term, which are the city budget process, which happens pretty fast, and she is interested, along with some other community members what proportion of budget is spent on Police and on Parks and what would it take, what kind of community advocacy and education and research would it take for the residents to advocate to reapportion money from those areas into social services and community support. She was interested in Roseville passing a Human Rights Ordinance, which would be one way to get the teeth she is talking about. She has also followed with interest the decision of the city Council in Ashville as a form of reparations to pass a proclamation, a decision to invest more by the city in local black owned businesses as a form of reparations. She noted she is meeting with

a group of Roseville residents this coming Sunday, all of whom are expressing interest volunteer work having to specifically with racial justice connected to the Roseville Government. There are people ready to support the HRIEC work and take it further.

Ms. Jessica Beeler, indicated she was also concerned with sharing of the address during public forum. She indicated she lives in Roseville with Black Lives Matter signs in her front yard. Her oldest son is black, and her husband is Asian with her children being mixed race. She noted her family was involved in the protests after George Floyd and Philando Castile were murdered and have had unmarked cars driving by their home. She indicated she does not feel safe in sharing an address and this format is very stressful. She also echoed support for reaching out personally to families that did receive death threats and messages of hate. She noted this did not happen to them, but cameras were installed, and other precautions were taken. She thought it was important for cities to reach out and express their feelings. She thanked the Commission for their work.

Ms. Janet Delmore explained she was once the Human Rights Chair and the person who pretty much stirred things up in Roseville over an incident with the Roseville Police. Everyone in 2007 she took a Roseville Police Officer to a jury trial and won and she found when she was the Chair on the Commission there were some good people, however, the biggest thing she felt there was such control over and what they basically wanted the Commission to do was the essay contest. There were three words that they came up with, denial, delay and coverup. Those have been kind of the theme she has experienced in Roseville. She would like to see the Commission have more teeth, whatever that looks like, but she did not feel the Commission was taken very seriously and after the jury trial they came up with a nickname for the Commission which was the Human Rights Omission because there was really no teeth. There was the Commission that could not really do anything. She was really proud of herself and the African American and Spanish kids the Police hassled and proud to be able to take the Police Officer to a jury trial with a very good lawyer. She noted she did not see a change in the Commission since 2007 when she was on the Commission.

## **New Business**

### **a. Discuss Commission Work Plan**

Chair Beltmann indicated she wanted to make a recommendation to the Commission, and thought it was important to address some of the questions raised by community members during public forum. She thought some of what she has to say gets to that but also thought there needed to be more conversations. She made the following statement: “Their community, like so many other communities and the Country as a whole is in crisis. We can no longer bury our heads in the sand and pretend that white supremacy and racism no longer exists. They are the cornerstone of our democracy and it is no longer enough for our leaders and people in the positions of power and authority to say the right words but not follow through with actions, just listening is not enough. We have all had the chance to listen and learn following the deaths of Philando, Tamear, Travon, Freddie, Eric, Brianna and too many other black and brown men and women. Our community needs our elected leaders in cities to do

more than just listen. We can no longer continue to ask our black, indigenous and people of color in our community to bear the burden of reliving their trauma time and time again, only to be met with inaction. Our community needs this Commission and the city and city Council to take whole decisive action to address racism and to implement policies and procedures that will truly create a welcoming and safe community for all. For these reasons, tonight I would like to propose that we set aside our workplan for the time being. The community does not need us to focus on busy work anymore, they need us to do things that will actually lead to and help to implement real change. I would also like to propose that we recommend to the city Council that they sunset the Human Rights Engagement and Inclusion Commission as it exists today. Our commission does not function and is not able to meet the needs of our community. The Commission was never designed nor intended to have the ability to recommend and propose meaningful work or action to address the issues of equity and inclusion that exist in our community. We have been tasked with busy work that gives the appearance of addressing these issues without actually having any action follow. In addition to disbanding the Commission, I propose recommending to Council that they recognize the thoughtful, hard work that staff has done over the last couple of years as a part of the Government Alliance on Race and Equity and that they embolden staff to continue to do their work and to bring it to the next level by implementing immediate and long term policies and practices that we need to not only make our city more equitable and safe and welcoming but also ensuring that all community members have access to our government and local political processes. Finally, I think that the city Council should immediately hire a racial equity consultant to partner with the staff, Council and community members to form a task force that is charged with developing and implementing policies, procedures and programs that will in the short and long term address the issues of racism, inclusion and equity. I think there are a number of details that would need to be worked out and discussed but I cannot continue to sit on a Commission where we talk and talk and talk and try to make change, but nothing happens. It is clear as some members of the public have commented and from my own experience, we are not functioning and we have to do better for our city and I want to be a part of work that actually makes change, so that we do have people in our community that everybody feels safe and can walk out their door and go on walks through the neighborhoods that they want to without worrying about being stopped, having neighbors peer at them suspiciously. I am done with it and we have got to do more.” She indicated that is the proposal she would like to make tonight and was open to discussion.

Commissioner Lee explained she also joined the Commission because she wanted to see changes in the city’s systems. She thought the way Chair Beltmann phrased it as “busy work” is a little misleading. The Commission presented a work plan to the city Council and when the Commission was internally discussing the work plan she said she wanted to be involved in the hiring practices and policies to ensure inclusion and equity and she received pretty much zero support from this Commission but insisted it stay on there. When the Commission made the presentation to the city Council, she believed there was one Councilmember that was somewhat in favor of this but

because the Commission was not pushing that, there was not really any push to move forward with it. She did disagree and did believe that this Commission is only as ineffective as the work that is being proposed. She thought if the work were proposed in the workplan the Commission could have tried to get more buy in from the city Council. She felt very little support in that workplan item. She thought some of the Commissioners were more passionate about the essay contest, the display cases, and the proclamations, which is fine because she was not there to stop anyone else's passion, but she would appreciate support from the Commission Members. After the last meeting with the public she felt like the Commission was getting more support to do the things she wanted to do in the first place. She disagreed that the Commission should ask the city Council to disband this Commission. If the Commission does that, how long will it take for the city to make some other Commission. She thought it would take forever. She noted one of the public speakers asked the Commission to have council look at their budget process and on the agenda tonight the Commission has the overview of the city budget process so the Commission can better understand that so she thought it is possible for this Commission to get work done but everyone needs to be on board and all of the Commissioners are community members so she did not understand the comment about making a new group with community members because the Commission is already all community members. She disagreed with making the recommendation of disbanding this Commission and thought the Commission could be restructured or change the workplan and then the Commission could have sub-committees to help with the work, which would allow more community members to be a part of this.

Chair Beltmann indicated the Commission, as structured today, does not function. It is not functioning and whether it is disbanding this Commission and forming something new or it is having a restructuring of the Commission. Either of those are potential but if we bring the workplan that the Commission wants to Council right now the Commission will not get anywhere. That is where she is done, and she does not want to work on a display case because it does not get them anywhere and the Council is not going to give the Commission the authority or ability to do anything more than that. This is where she is pushing.

Commissioner Lee asked why the Council would not give the Commission that power, why would the Council approve making a committee that will have more power. She thought if Chair Beltmann was done with that she could understand that and if Chair Beltmann wants to resign to go ahead but if other people want to propose to the city Council and with more community support to change the workplan, she thought the Commission should try that as opposed to automatically expecting the Council will not accept it.

Chair Beltmann thought there is a ton of baggage with this Commission that unfortunately does not seem to be able to move past. She thought if the Commission could come up with a new charter and a new charge and have Council accept that and

have community support, she was open to that but the Commission as formed and structured right now is not functioning, in her opinion.

Youth Commissioner Xie explained she agreed that this Commission does not have teeth. From the beginning it took her a couple of months because she was lost for a while and she just joined because she thought the word “Commissioner” was cool and when she joined this Commission she had ideas and there was talk about the workplan with a lot of discussion about not having the power to do certain things or that the Commission did not need to do what was talked about and she is tired of hearing that. The Commission is tiptoeing when it can be walking and she thought the Commission could absolutely do more and she also said in her ideas that the Commission could very well have been active in the Roseville Reject Racism protest or could have organized something of their own. She thought the most significant event she has experienced in this Commission was the essay contest and today she found at that is what the Commission is basically for. For someone that joined because she thought the word “Commissioner” had power, had meaning, that it is very disappointing.

Commissioner James asked when Chair Beltmann explained she did not feel the Commission was functioning, is it because the Commission only has recommending power and there are sever limitations on what the Commission can do.

Chair Beltmann did not think that the work the Commission could potentially do, she did not think that Commission in general is valued. The Commission brings recommendations and ideas forward to Council and end up being sent back with busy work such as proclamations. She indicated it took months to get the proclamations approved because every time the proclamations were brought to the Council they were sent back with nitpicky little word changes that needed to be done. The Commission meets once a month and she thought in the hour and a half long period the Commission is not able to accomplish all that is needed in order to really dig in and address equity issues in the community. This needs to be a group that doesn’t just meet once a month, this needs to be a group that meets weekly, at least in the immediate term, that is working in partnership with Council versus in this adversarial relationship that she felt exists and also with staff, she felt there needs to be a partnership there to propose ideas and take the information the community has provided to them about what their experiences are and what the community wants to see from the city and what the community needs. The Commission needs to take those and start moving. She did not see that happening with the HRIEC that all of the Commissioners sit on today.

Commissioner James thought one of the things the Commission could do and still maintain the Commission is sub-committees could be set up.

Chair Beltmann explained the city Council has explained that the Commission is not able to meet as sub-groups or form sub-groups to get work done.

Commissioner Peterson explained that has to do with the Open Meeting Laws.

Commissioner James indicated he knew about the Open Meeting Laws and knew that people on a Commission can get together in small groups, as long as it is not a quorum to get work done. If the Commission wants to get stuff done then they do not necessarily have to follow the city Council order. The Council does not even have to know that the Commission is meeting in sub-groups. That is one of the things that can be done. The Commission needs to go to the city Council and tell them they need to do something for the Commission and if the Commission does not make their voices heard, he agreed with Commissioner Lee that nothing will get done. The Commission needs to go before the city Council with a plan in order to get something done. He did not think the Commission should disband but should reorganize and reorganize the workplan and throw out what the Commission has and make plans to go to the city Council with what the Commission wants to do and if the Council will not listen or allow the Commission to do the work then the Commission needs to go to the community indicating this.

Commissioner Djevi thought besides Commissioner Peterson, he is the second oldest Commissioner and he could help answer some of the questions in terms of baggage, at least the ones he is aware of since he joined the Commission. He thanked the city for the Black Lives Matter sign that went up by City Hall and Central Park, it was moving for him personally to see those signs go up. He indicated he walked his children down and took photos by it because it meant something to them as black people living in Roseville. He thought he is probably known on the Commission as the whiny one. The reason for that is the frustration he feels of this group being turned around by the Council. It is not that the Commission has not proposed things they want to do, but these things are watered down. He noted it was almost three years ago that he proposed getting a diverse group to walk in the Rose Parade and it got watered down and told it was not a good idea and would take a lot of time. He remembered a Commissioner commenting that the parade was fine the way it was. There never was the diversity group walking in the parade and this was not an idea he just came up with personally. He went to different community groups and asked for their opinion. The community members explained they would like to be seen and known in the city. Last year, in place of that, there was a group that walked of Commissioners and LGBTQ+ but the original idea was to do something more meaningful. The group did not get a place in the parade because the city wanted them there the reason the group was in the parade was because the City Manager could not use his place.

Commissioner Djevi explained after he got on the Commission he thought the essay contest was great but who is the Commission trying to reach with the contest. Is it not enough to have middle school kids putting a lot of hours writing these essays with great stories that go unnoticed. He proposed back then of making them into a book or short videos that could be shared but the city Council said no to that. He was



surprised to hear that the Commission is not proposing things. The Commission has proposed things to the Council but over the last few months he has gotten tired of being the whiner. He is not tired of this group but is tired of his work not being taken seriously by the Council. It sounds to him personally that this group is being used as a checkbox. The City is supposed to have a Human Rights Commission and it does but whether the Council takes any recommendation the Commission makes seriously is a different story. He indicated the Black Lives Matter sign came up Sunday night, not because the city Council wanted to do it but because the residents got organized and had over 250 people walking in the streets of Roseville. He noted he was a part of the organizers and the people that organized this protest did not start meeting until Friday night. The meeting was from 8-10 p.m. on Friday night over zoom and planned the protest. The Council took notice and decided that they could not stay silent. The action of planning the protest is what led to the city putting the sign up. He thought the Council did not want to see things or make any progress. He could see where the Chair is coming from because he has been there for a long time. He thought the question that needed to be answered is what needs to happen for community engagement.

Commissioner McComber explained she agreed with Chair Beltmann and Commissioner Djevi. She indicated she has been frustrated at times with trying to understand the role of the Commission and how work got done between Commission meetings because the Commission does not feel effective to her. She indicated the Commission has a lot of constraints and it was hard to imagine that the constraints will change easily for the Commission to do meaningful work. She was supportive of the concept of reconfiguring and reorganizing the Commission because leaving things the way they are is not a satisfactory answer.

Commissioner Allen explained he thought with the title Human Rights people would assume who they could go to when there is an issue but obviously from what many of the Commissioners walked into, it is not designed to be that kind of Human Rights but has the title. The Commission is in the position of taking on a community where it should be sharing with the city Council. From this being a working government the Commissioners sound like they are the ones elected. Hearing what the Commission is hearing and wanting to do more and in the position to do more but cannot. Unfortunately, he has to come at this from different angles because everyone needs to understand that being a black man he also experienced hearing the stories what many of their white counterpoints are experiencing. Folks have to understand that these are feelings that many people feel every single day because we are the walking Black Lives signs that many folks are seeing. He feels for folk's pain because the moments they are going through, know that many of the residents are living with it daily. With being on the Commission where he has a title where changes can be made but yet their organization has not put them in position to do so. That does not mean the Commission gives up, it means that they need to try to figure out what their role is, what is the title of the Commission and how does it align with what they need to push the city to do. He was ok pushing it, but he thought the Commission needed to be

clear on what that is because ultimately the Commission is not party planners and the Commission needs to focus on the real work.

Commissioner Peterson explained she is the Commissioner that has been on the Commission the longest and the Commission fought really hard to keep the name Human Rights in the Commission name for many reasons because historically at one time the Commission did handle human rights complaints and now the Commission does not. She has seen a lot of things happen over the course of the Commission and what has gone on. She did see both sides to disbanding and also pushing back to the Council. She did not think right now the members on the city Council will give much leeway to letting the Commission pushback but was worth the try if the Commission chose to do that. Ideally, she thought she fell on the side of disbanding and offering a solution. She agreed with Chair Beltmann that a lot has happened but then there has been a lot that has not happened in the Commission and she thought the Commission needed to focus on the community members more and being more involved with them rather than sitting at the table talking about things at the meetings and really not doing much.

Commissioner Hassan explained he talked to Chair Beltmann about restructuring the Commission and how the Commission approaches its work. He also agreed with Commissioner Lee about approaching the Council but there needed to be a plan about what needs to be with the workplan. He thought if there was a decision to disband or restructure that may take a long time to do. It is up to the Commission to make a plan. He thought the Commission needed to break up into sub-groups and make a plan.

Commissioner Bolinger indicated she joined the Commission when Chair Beltmann joined and has seen a lot of ups and downs with the Commission. She felt very honored coming into this to be chosen to be a part of this Commission and felt there was a lot of passion with everyone on the Commission at the very beginning. There was also a lot of turmoil on the Commission and felt the Commission has gotten to a place where it can actually move forward in a more productive way than the first year or two. She also felt that all of the Commissioners time is valuable and the work done outside of the Commission meetings does not feel very valued and does not go a lot of places and a lot time put into certain events or ideas and does not get traction. She agreed that it does take more time and effort to create something, especially with the history had with the Council and would be hard to try to fix and tweak and change. She also felt that time is of the essence and if it takes six months to come up with a plan to take to the city Council that is time wasted. She thought right now the Commission needs to move really quickly and ride this wave. There are people hurting and there needs to be some change. If the Commission can present something to the city Council by saying if the Council wants to the Commission to work on stuff, this is where their heart is, this is what the Commission wants to do and if the Council will let the Commission then the Commission will do it. Right now it is time for action and if the Commission cannot act then maybe it is time to consider whether

this needs to be a Commission and whether the Commission needs to disband. She did not see the city Council moving very quickly in putting something in place that will actually make change. She indicated if the Commission has the opportunity to do the things that everyone on the Commission is here to do then maybe the Commission should give that a shot but also not allow the Commission to be led, like previously, where it takes six months to get an ok from the Council. Something needs be done now, let the Commission do it or the Commissioners will all find something else to do.

Commissioner Djevi thought that Commissioner Bolinger made a good point. If the Commissioners time is not valued then the Commission should ask the Council what they want. He thought he has said this a number of times before. If the Council does not want the Commission to do anything that is meaningful, just ask the all of the Commissioners to resign as a block and the Council can figure it because he was done taking his time trying to get things done and to just be turned around like he was a child.

Chair Beltmann thought everyone has made really good points. She thought Commissioner Bolinger took the words that had escaped her as its value. She put a lot of time into this and does not have a lot of time with all her other obligations and her time is very valuable and she is not going to waste it anymore walking in circles on stuff and the Commission needs to do something in the community and she wants to be a part of that but there are other avenues where she can take it if she needs to. She thought there really needs to be a lot of thought put in from the city and city Council in terms of the value that the Commission brings and is it bringing value and does the Council value it. She wanted to say for the Commission that some of what has been proposed she agreed with and appreciate but the Commission also has to buckle down and commit, not just coming to meetings and talking at meetings but doing work in between the meetings, talking offline between meetings, getting work done between meetings. There are a number of things on the workplan that may be piddly but have not been done, that people have committed to do but have not followed through and done. This is not all on other forces, the Commission has some culpability in this and if the Commission is going to push that it needs to change and look different with more power and authority then everyone on the Commission also needs to sit back and evaluate if each person is willing and able to give the time and energy and commitment that the Commission and city and community members deserve. If the Commission is going to push on this then everyone needs to be willing to step up to the plate.

Chair Beltmann indicated government is known to work slow and in making change but she thought she has also seen this community respond quickly. The police has their multi-cultural committee that was put together and has been up and running in a manner of a month and a half. It does not have to be that it takes six months if something new needs to be formed and the community will not wait that long. She thought the Commission can push to have something put together quickly. She

thought a revised proposal, from her perspective, is to ask Council to really empower staff to move forward with the work they are doing through G.A.R.E. and to continue that and that the Council hire a consultant and work on forming a Task Force that will enable the city to bring in more voices than just the nine Commissioners to really engage and work with community members. There are a number of short-term goals proposed already that are not hard to enact. The Commission in partnership with Council is that the Commission look at and review its title and duties and responsibilities and function and propose revisions to them.

Commissioner James thought what Chair Beltmann stated are four good points that the Commission can bring to the Council as its new workplan. His sense is that based on the meeting the Commission had with the Council is that the Commission is way too polite and the Commission needs to tell the Council they are wrong and that they need to give the Commission power. He indicated the Commission needs to be the voice to speak truth to the power.

Commissioner Xie agreed with Commission Djevi that the whole Commission was formed to check a box to show that the city cares about people. She indicated she loves being on the Commission and will always be a part of her life that she looks back on with joy but felt the Commission could do more.

Commissioner Lee indicated from the public comments she has heard several people say that they support the Commission so she thought the Commission needed to come up with a plan and propose it to the city Council and let the public know that the Commission needs their voice and help.

Ms. Jennifer Waddell explained she could not think of a worse time to disband a Commission than right now, from the public's perception. She thought there were a lot of people in the community who do not know there is a Human Rights Commission in Roseville and for the first thing for them to hear about it is that it is being disbanded, even if it is being disbanded, supposedly to make something that is better, would be really poor. She indicated she loved the conversation regarding sub-committee's and sub-groups and that people are here for the Commission. She found out that sixty-three people applied online to be on the Multi-Cultural Committee to the Police with only fifteen or sixteen people that can be on it which means there are fifty other people that want really badly to be involved in the community. She thought there would be a lot of committed people working with the Commission if needed. She indicated it was sad, discouraging and disheartening to hear what some of the Commissioner are stating.

Ms. Kathy Ramundt stated she wanted to light fire under the Commission. She knew what the composition of the Commissions are and the frustration. She thought the Commission could do so much if the Council would let them.

Commissioner Djevi explained the Commission cannot do community engagement sitting around a table. What he has heard a number of times tonight is if the Commission is going to propose, make recommendations to the city, the group and each individual will need to be willing to engage the community. Know what is important for them, to them and what the community would want the city to do for them to feel welcome. He invited everyone to do that because if the Commission does not do that then the Commission is just rehearsing its ideas. He did not know what is going to come of this group, but his hope has always been that the Commission does not just sit at the table, meeting once a month and not engaging the community because the Commission will not be effective. The Commission has a duty to make recommendations. If the Council, for some reason does not want to do it, it is their problem. If the city does not want to take the Commission's recommendations, it is their problem, but the Commission cannot sit around and not do anything. He indicated he was not happy with how the Commission is functioning as a group.

Chair Beltmann appreciated very much the last couple of meetings that there has been public attendance and participation. She thought that was amazing and something that continues. She thought part of the challenge with the Commission is that the Commission's authority and power comes from city and city Council. That is just the nature of this being a city Commission. The Commission is only able to, within the authority of the Commission to move forward and implement projects and to use city resources and facilities and such as this Commission when given the approval by Council. The Commission is currently limited on what it can do in its current form, even though she did not think that was right. She wanted to recommend based on what she has heard is to make a couple of motions. She thought the first motion should be to recommend to the city Council to hire a diversity and equity consultant to work with staff to put together a community based task force modeled off of what the Police Department did that has the authority to act and to directly address the racism and equity issues in the community and the second motion to be recommend to the city Council that the Commission takes the time to evaluate the Commission title, duties, responsibilities and functions and that the Commission look to reshape the Human Rights Commission into a different more functioning, functioning model.

Commissioner James thought a part of what should be recommended to the city Council is them giving the Commission the power to engage and work with community members. He thought that would help the Commission to achieve one of Commissioner Djevi's goals and vision.

Commissioner Lee indicated she would support the recommendation for the Council to hire a diversity and equity consultant to work with staff but disagreed with the second part of the motion to form a community based task force because she felt the HRIEC was a community based Commission and if Chair Beltmann felt the Council did not give them the authority to act, there is no way the Council will make a new task force with authority to address race and equity issues because that is what the

current Commission is supposed to be doing. She did not see a reason to ask the Council to evaluate the Commission's title and duties, why could not the Commission do that internally without permission and then propose the changes to the city Council.

Commissioner Allen indicated he would not mind seeing what is being said about communications to the community. He thought if the first motion is strong enough, the person coming in would have recommendations on the other two proponents. He thought the motion should be shortened to just the hiring of a consultant.

Commissioner Djevi asked what the Commission is going to do for proposals and recommendations to the city as a part of the workplan.

Commissioner Beltmann moved and Commissioner James seconded a motion to recommend to the city Council to hire a diversity and equity consultant to work with the city. Motion passed unanimously.

Commissioner Xie was also asked for her approval. She indicated she was in favor of the motion.

Commissioner Beltmann moved and Commissioner Djevi seconded a motion to recommend to the city Council that Youth Commissioners are given a voting position on Commissions.

Commissioner Djevi thought the Youth Commissioners did a terrific and a ton of work and should be able to vote.

Motion passed unanimously.

Chair Beltmann still felt rather strongly that the Commission either needs to change drastically its form or function or this Commission needs to be dissolved and another body needs to be put in place to work on these issues. She did not know if that was something the Commission wanted to discuss tonight because the Commission cannot wait any longer.

Commissioner McComber would like time to think about this and thought the public comments were important and informative along with the different perspectives of the Commissioners.

Commissioner Peterson explained she would also like time and would like to have a special meeting in two weeks for further discussion on this.

Commissioner Allen thought with everything going on and knowing there is such an urgency, the Commission might want to consider meeting twice a month.

Commissioner Peterson moved and Commissioner McComber seconded a motion to schedule a special HRIEC meeting in between now and the August meeting. Motion carried unanimously.

Chair Beltmann summarized the Commission discussions and the next steps the Commission should take. She would like everyone to prepare thoughts on what the Commission needs to look like in order to be effective and send thoughts to Ms. Olson prior to the meeting and also have everyone come up with specific, actual items that the Commission would like to see the city take to address the issues around equity and racism.

Chair Beltmann moved and Commissioner Peterson seconded a motion to move the remaining agenda items to the regularly scheduled August meeting. Motion carried unanimously.

**b. Overview of City Budget Process**

This item was postponed to the next Commission meeting.

**c. Discuss Information for City Newsletter**

This item was postponed to the next Commission meeting.

**d. Essay Contest Debrief**

This item was postponed to the next Commission meeting.

**Other New Business or Reports**

**Announcements**

**Future Agenda Items**

- a. Youth Commissioner Report
- b. Overview of City Budget Process
- c. Discuss Information for City Newsletter
- d. Essay Contest Debrief

**Adjournment**

Chair Beltmann adjourned the meeting at 8:57 p.m.

Respectfully submitted,

Sue Osbeck

*TimeSaver Off Site Secretarial, Inc.*