



MINUTES
CHASKA HUMAN RIGHTS COMMISSION
ONE CITY HALL PLAZA, CHASKA CITY HALL
Thursday, June 27, 2019
6:30 PM

The meeting was called to order at 6:30 p.m.

1 Roll Call

Present: Bean, Dunbar, Haga, Welvaert, White

Absent: Carlson, Leggett, Spreadbury, Scarborough

2 Adopt Agenda.

Motion to adopt the agenda made by White, seconded by Haga. Motion approved.

3 Open Forum/Guest Presentation

3A Stacey Nelson-Kumar: PBS Video, Race: The Power of an Illusion

The commission watched the trailer from DVD. Nelson-Kumar talked about her own experience in watching the videos. There is lot of work going on between the school district and the city to develop community engagement around these topics, but this is a great chance for HRC to do education and relationship-building in the community.

Nelson-Kumar noted the video itself is really important, but facilitated conversation is an equally important companion piece. How many facilitators needed would depend on number of attendees. She recommended using outside facilitation as these can be difficult conversations and uncomfortable subjects.

She talked about the information included in the User Guide, much of which could be implemented in a facilitated community conversation.

Eastern Carver County Schools owns the video and would provide it for use; they city could perhaps supply space. There would be numerous opportunities to promote.

Possible facilitators: Nancy Brady, Jonathan Palmer, YWCA/YMCA/Science Museum MN all have potential in this capacity.

In terms of budget, money would primarily spent on promotion if we use printed materials, with an additional potential cost for facilitators.

In terms of how to establish metrics of success it would be hard to quantify what would be a success, but respectful and dignified conversations and expanded community relationships are key indicators.

Dunbar asked whether the request was for the HRC to provide the funding, or be there to host it.

Nelson-Kumar indicated both. It's an important place for HRC to be seen and talk about this work.

Welvaert noted that 50 attendees seems like a realistic number, there's been close to 100 at the MLK breakfast.

Kabat said growing each event by 50 might be challenging but it's a great goal. The Holocaust event was very well attended. Hard to know if that's the right comparison, but attendance could be somewhere in the middle.

Nelson-Kumar explained that there are three episodes and there's certainly benefit to attending all three, but that's not required to participate or understand.

Welvaert asked if one facilitator is enough if there are 50 people in attendance

Nelson-Kumar said she'd break it into smaller groups, but dependent on number of facilitators and costs. There could possibly be volunteers trained from the community but one main facilitator.

Welvaert noted she just wanted to make sure the budget is realistic.

Nelson-Kumar said there's always the possibility for pro bono support.

Dunbar asked if Nelson-Kumar would be the one to identify facilitators.

Nelson-Kumar has lots of contacts in these organizations and is happy to help.

Bean asked where the summer time frame came from.

Nelson-Kumar noted the school year is coming in just a couple of months and it seems like a good precursor.

Dunbar asked if school district staff have seen it.

Haga noted that several administrators have and it's a powerful series.

Dunbar asked if there had been any conversation with the city about spaces.

Nelson-Kumar said not yet.

Kabat was uncertain about the availability of the event center, but there are lots of other possibilities, community center, schools, churches.

Haga pointed out the need for a decision at the meeting if the HRC wanted to do this event in July/August.

Kabat said it might make more sense to table the conversation until later conversation about additional budgetary impacts.

4 Approve Minutes

4A Human Rights Commission Minutes - May 23, 2019

Motion to approve Haga, seconded by Dunbar. Motion approved.

5 Treasurer's Report

5A Treasurer's Report

\$325 was spent in June for the HRC logo fans. They are on the way and will be available for River City Days. The remaining balance is \$1,630.13.

6 Old Business

6A River City Days Booth: July 26-28

Kabat will purchase candy for the event (amount approved at previous meeting).

Welvaert ran down booth information. The HRC plaque will be there Friday and Saturday. Nomination forms will be available for next year in the booth.

Dunbar went to the Census and has some census signs to put up in the booth and buttons to pass out. There are no brochures, but an electronic PDF was provided. Dunbar will send to Kabat and he will make some copies.

White asked if anyone was doing any big posters like last year.

Dunbar volunteered using information provided by the census.

Bean thought Dunbar's signs would pair well with the ones that came pre-made from the census bureau.

6B U.S. Census Complete Count Committee

Welvaert noted Kabat provided a report to the commission in the board packet.

Kabat walked through the report. At last month's meeting, a rep from the census bureau presented on the complete count process, and there was a good conversation. The city has had good participation in the past. In the most recent census the city initially had 85% participation and was able to get that up to 100%. A group of city staff maintain a very close relationship with census bureau, help to identify locations like new neighborhoods that have developed, where extra attention might be needed, concentrated populations of folks that are harder to reach. The Parks Department has lots of connections within transient communities. There are lots of ongoing relationships that help support this work.

In terms of what's a good role for the HRC, it's really the promotion side. What the HRC is doing for River City Days is a great start. Commissioners can start thinking about what the next step is after that. There are lots of ways to do outreach and promote the census ahead of time, why it's important, confidentiality, etc.

Kabat noted the Complete Count Committee is an extra step, and opens door for additional training. Given the timing, between identifying participants, getting Council approval and working through logistics it might be tight to pull together an effective group. His recommendation is that the HRC tapping into what already exists is probably the most beneficial path forward to support the census count.

White noted the goals on the pamphlet outlined what the HRC can do without a formal complete count committee.

Bean agreed that the goals coincide with what the HRC is going to be doing at River City Days.

Dunbar agreed there isn't enough time to really devote to development of a formal group. She suggested that between January – after MLK breakfast– to the first of April, the HRC could sponsor some targeted educational workshops in communities that may be less likely to fill them out.

Welvaert asked if it's known who makes up the 85%. If so, the HRC could start work targeting that 15%

Kabat said he wasn't sure and that might be a question for the census bureau. Frequently that's the homeless, elderly, English not primary language in the household, etc. He agreed it could be the most beneficial place to focus and there are already established relationships with those communities through orgs like Launch, Love INC, Parks Department, ECCS, the Lodge, Riverview Terrace, and the police department.

Welvaert suggested that the commission read through the materials, and later in the winter identify a subcommittee that can talk to groups about the value of the

census.

White agreed it makes sense to bring the topic back to August meeting.

Kabat also noted it's likely the HRC will get feedback at booth during River City Days that will inform the conversation.

7 New Business

7A Chaska Farmers Market - Funding to support multi-ethnic entertainment
Welvaert provided background on the work she's been doing with leadership from city, school district, and others to identify ways to make all members of our community feel welcome and safe. There are some bigger projects in the work but something that could be done more immediately is to support including some ethnic entertainment at the farmer's market.

They've identified three nights where entertainment could be provided, thinking along the lines of having three focuses on Latino community, African-American community, and Somali community. Food trucks and entertainment could be featured. It would get more people down to Farmer's Market and help it to feel like a more inclusive space by celebrating the different people who make up our community.

She noted that entertainment costs money, though. There is nothing secured at this point, but if the HRC came up with an amount it's willing to commit toward this then conversations could be had with potential entertainment.

Kabat provided some additional background on conversations going on between the school district, Chaska, Carver, some parents, and Welvaert who is representing the HRC. There are potentially some community dialogues in the works for later in the year. The Farmer's Market piece felt like something that could be done right away and build on an event that's already occurring. The SW Metro Chamber is excited about the idea.

Kabat noted that one of the reasons the group chose to focus on those three constituencies is because they are higher populations within Chaska. There are certainly other communities represented here, and there's no intention to leave anyone out but this is a good place to start.

He reminded the HRC that the balance of our annual budget \$1630 dollars. There is still need to purchase nametags, shirts, and business cards for new members, advertising for the HRC award, the RCD booth, and the HRC has in the past set aside funding for MLK, so approximately \$930 remains uncommitted for the year. He was uncertain what a reasonable amount for entertainment would be. That depends on the group and how prominent they are.

Dunbar asked if the Chamber kick in any money.

Welvaert noted they already contribute quite a bit to support the market.

White asked if the group felt confident in the numbers for the potential community engagement.

Haga noted that the budget for the engagement piece feels light, and more realistic for one event, not three.

Dunbar asked if the MLK expenses would have to come out of the 2019 budget.

Haga said she wouldn't be comfortable with more than \$500 budgeted for Farmer's Market entertainment given other things in play.

White noted that there may be need for more wiggle room in the budget, too.

Kabat said having some sense of what's feasible gives Welvaert a chance to start having conversations with potential entertainment. There could be other opportunities in the community to support this, too.

Dunbar asked who was responsible for pulling this together.

Welvaert replied that there are three parents working on it, and she is focusing on the Somali community.

Kabat identified Stacey Nelson-Kumar and Tonya Coleman as the two others involved in planning those programs.

Haga noted it seemed likely there could be additional businesses interested in sponsorship.

Motion made by Haga and seconded by Dunbar to approve up to \$300 to support multi-ethnic entertainment at this summer's Farmer's Market. Motion approved.

Welvaert noted it was a good start and the HRC could brainstorm who else to approach to support.

Dunbar moved to approve up to \$300 for the community engagement program. There was no second, and the motion failed.

Welvaert said making that commitment tonight would be an important step. She was unsure how easy it will be to get it done quickly but if the HRC does want to move forward it's going to be important to have some funds in place to get

started.

White said she wasn't sure what the exact expectations of the HRC were - are we finding the places and the dates?

Bean indicated her understanding was it was an outside idea but the HRC's to take and run with.

Welvaert said she couldn't speak for Nelson-Kumar but was confident she would partner with the HRC and support in whatever way was feasible. It's too big for one person to plan but she came to the HRC because we have platform to take it to the community. As a city commission we have access to spaces, the school district has the video. It would be the HRC that would pull it together, be the glue for it. A lot of it would fall into place given who is partnering on it.

Dunbar was confident the HRC can find the facility, handle logistics, and do some advertising. There'd have to be someone else identifying facilitators.

Welvaert responded that Nelson-Kumar said she'd be willing to help in that regard.

White asked what would happen if there's need for more than one facilitator.

Welvaert shared that concern.

Haga noted that while it would be great to do over the summer there's nothing saying it has to be held before school starts.

Dunbar said she thought it was important to establish a budget.

Haga said that if the decision is postponed until later in the summer more work can be done to come up with a precise budget, identify facilitators, and perhaps engage other partners. Other work is happening over the late summer/fall, too. She mentioned city conversations around Marnita's Table.

Kabat said the idea around Marnita's Table is to host community dialogue, bring in food, have a meal together, then have a conversation. Discussions underway are considering holding such an event in early fall.

Welvaert noted that this work is not one and done, it's ongoing. The HRC has to keep the discussions going and if the decision is postponed a little that might support longer-term conversations.

Kabat also suggested Marnita's Table might allow for some direct marketing to those folks who attended.

Haga said the HRC doesn't need to make a motion on dollars tonight.

Welvaert volunteered to follow up with Nelson-Kumar and come back next month to talk about what she learned. She asked for any other business.

Bean talked about her attendance at a recent school board meeting. She noted that if there's any doubt in anyone's mind that this work is necessary, the conversations there are proof that there is much work to do. Those in attendance were targeting a community the HRC and broader community are working very hard to include and make welcome.

8 Next Meeting Date – July 25, 2019

9 Motion to adjourn may be Bean, seconded by White. Motion approved. The meeting adjourned at 8:04.