



AGENDA
CHASKA HUMAN RIGHTS COMMISSION
ONE CITY HALL PLAZA, CHASKA CITY HALL
Thursday, September 26, 2019
6:30 PM

- 1 Roll Call
- 2 Adopt Agenda
- 3 Open Forum/Guest Presentation
- 4 Approve Minutes
 - 4A August 22, 2020 Minutes - Chaska Human Rights Commission
- 5 Treasurer's Report
 - 5A Treasurer's Report
- 6 Old Business
 - 6A Update on "Race: The Power of Illusion" Video/Conversation
 - 6B MLK Breakfast Update
 - 6C Human Rights Commission Award Update
- 7 New Business
 - 7A Human Rights Commission Statement on Racism and Referendum Support
- 8 Next Meeting Date
- 9 Adjourn



Minutes
CHASKA HUMAN RIGHTS COMMISSION
ONE CITY HALL PLAZA, CHASKA CITY HALL
Thursday, August 22, 2019
6:30 PM

- 1 Meeting called to order at 6:30. Roll Call – Present: Welvaert, Carlson, Dunbar, Haga, Leggett, Bean, Spreadbury. Absent: White, Scarborough
- 2 Adopt Agenda. Adopted with addition of city equity update. Motion was made by Carlson, seconded by Bean. Approved.
- 3 Open Forum/Guest Presentation
No presentation.
- 4 Approve Minutes.

4A July 25, 2019 - Human Rights Commission Meeting Minutes
Motion made by Carlson, seconded by Dunbar. Approved.

5 Treasurer's Report

5A Treasurer's Report
August expenses were the bill for nametags. The commission has \$1,546.69 balance remaining for the year.

6 Old Business

6A Debrief: River City Days
Welvaert opened up discussion and asked for thoughts based on experience.

Bean has list of logistical needs and will forward that to Kabat for consideration for 2020.

Spreadbury noted that without an alluring giveaway it was tough to get people to the booth. Census itself wasn't a huge draw, but people we did engage asked good questions we were able to answer. At times the booth felt like the Census Committee, not HRC; it would be good to have more topical representation moving forward.

Kabat apologized for the non-arrival of the giveaway. He expected the fans to be there on time but something happened on the vendor side that delayed delivery. Welvaert

asked Kabat to check and make sure they have indeed arrived. Dunbar suggested given delay the fans could be billed at a discounted price. Kabat will follow up with vendor.

Bean noted that people that did ask census questions were quite engaged; she was asked about city's participation and gave a lot of helpful information away including employment leads for census takers.

Carlson said she heard some excellent feedback on posters.

Dunbar said she also heard from people saying they were thankful we highlighted the census. Census Man was a little hokey. She expected him to be out and about in the crowd but not standing behind the table.

Kabat noted that Census Man was a councilmember from Circle Pines who drove a great distance to be at River City Days and it was nice of him to attend.

Welvaert added that a lot of what he was doing was observing; nothing like RCD in Circle Pines and he was excited to take ideas back to his town in terms of sponsoring a similar community gathering.

She continued that people did ask about the fans, and were told we'd have them next year. Overall great, weather was great and it was a good location.

She is going to get in touch with RCD staff to see how we might incorporate something more multicultural/multiethnic next year like we've had in years past. It'd be good to have something like that over the weekend again.

Carlson added it would be good to support community organizing under the big tent.

Dunbar said we could have highlighted the commission's involvement in all the diversity issues our community is facing right now. That would have brought some good conversations to the table.

Welvaert suggested taking a look at our current events/climate of community right before RCD in terms of determining what goes in the booth.

Dunbar agreed, noting we could have included the statement from the Herald as an example.

Spreadbury also agreed, noting that's what he was alluding to earlier; we should be able to proactively address those issues at an event like this.

Welvaert asked if there were any other commissions that have booths at the fair besides the HRC and the city booth.

Kabat said the city has booth with council, mayor, staff but other commissions don't. He

suggested that goes back to the fact that there's a big difference in the role of the HRC and others. Other commissions are advisory to the council about policy decisions, or looking at ordinances and how they relate to plan development. Their outreach component is lower. Parks Board is a maybe a little higher in terms of direct community connection.

Welvaert indicated that was the commission she was asked about and asked Kabat to pass along that feedback.

Kabat noted the Park and Rec Board puts on a lot of events throughout the year, so there's a lot of opportunities to interact so they try to find a balance. RCD is its own stand-alone event not actually sponsored by the city, so that may account for lesser presence.

Welvaert indicated there is a lot of candy left over and likely won't require additional purchases next year.

6B Update: "Race: The Power of Illusion" video and conversation

Welvaert told the commission that a meeting has not yet been scheduled with Stacey Nelson-Kumar, but that will happen shortly. Commissioners Carlson and Haga will be a part of that meeting and will work to have a framework in place for what that will look like by the next meeting.

Haga will follow up on availability of DVD; Commissioner Leggett reported the series can be found on Youtube.

6C Update: Active Transportation Advisory Committee

Carlson attended the meeting and heard a presentation from Dorian Grilley. His presentation reviewed areas that BCM looked at in our city and came up with some specific recommendations with the hope that the city would reach out, do these additional steps, then apply for a bicycle-friendly community designation next year. There are different levels of bicycle-friendly communities. They could help the city with an application.

Of significant note: Chaska has not explored funding from MnDOT for safe access paths to schools. She passed that concern on to Jackie Johnston at the district as it might be the most applicable entity to address that issue. Chaska also hasn't initiated a coordinated approach to bicycling and transportation opportunities throughout our city.

About 40 people attended, some bicycle enthusiasts, some staff people, some agency people. It's interesting that HRC would be a part of this group, but it's important when we think about how folks get around, accessibility issues, etc.

Kabat added that one of the things that was discussed was that Chaska isn't starting

out from scratch. We have a pretty large trail network in the city that exists, the conversation really is about how do we build on what we have today and take it to the next level. It was positive that 40 or so folks showed up representing a lot of different interests. A lot of community interest in the topic and good discussion, with a lot of interest in pursuing in some pieces further.

Like many of these things, safe roads to schools can be pursued, worked on, where schools are located in relationship to road. There are multi-jurisdictional issues involved.

The city is looking at doing an event this fall, the last Sunday in September, to tag on to downtown second street block party – Oktoberfest. There's a possibility of holding a family bike ride to start building community events and awareness of what we have in terms of trails. The city is also considering signing on to trail network to increase access. The next step is narrowing down recommendations discussed to see what we tackle first and prepare to reconvene the committee and continue the work.

Welvaert asked if the discussion addressed the human rights component in terms of access to bikes themselves. Could that be a topic at a future meeting? What about bringing Nice Ride to the community?

Kabat responded that Nice Ride has very specific needs they look at in terms of density and other factors, and at this point are pretty much only in Minneapolis. SW Transit does offer a bike rental program; users pay a flat upfront fee at beginning of summer and can use the bike all summer long. The intent is to provide additional mobility options for people, ride from park and ride to home, etc. Their buses have bike racks. SW Transit oversees the program and would be the ones to talk to for more information.

7 New Business

7A Planning: Human Rights Award

Welvaert noted that the packet included notes regarding a social media marketing plan and she was excited to see that.

Kabat said last year's marketing effort worked fairly well, in that we actually got nominations from the community which hasn't happened previously. Kevin Wright took what was done last year and refreshed it and put this plan forward. In the past we've purchased Herald space and had some inserts placed in utility billing mailings, which is a good method to tap into. Wright will highlight some of the past winners, good work they've done, community impact, etc., to increase interest and awareness.

Welvaert said she especially loved that part. It's good to remind people of those winners and their contributions.

Kabat said that if anyone had feedback city staff welcome input. He encouraged HRC members to share and promote within their networks, and off social media, too.

Leggett said the HRC needs more interest from the public. There's no reason the winner has to be an adult, lots of kids stepped up to deal with last year's crises.

Spreadbury asked about sharing to city-related private groups.

Haga noted that members of the commission shared nomination information last year and that the group admins also share a lot of city information.

Bean noted she really liked the idea of reaching out to the high schools, too.

Welvaert added that if we get a lot of nominations, it'd be nice to invite nominees, have them recognized as part of the breakfast.

Haga noted that one of the things the District 112 Foundation Teacher of the Year does is to honor nominees throughout the year as a way to increase awareness. As number of nominations rises that's something to consider.

7B Planning: MLK Breakfast

Welvaert reminded commissioners that the agenda from last year's breakfast is the last page in this month's packet, and includes last year's debrief. She talked to Jeff Filipek last week to let him know planning is underway. He said to go ahead and generate ideas and to let him know if we need help. He's happy to reach out to someone to do the invocation. She noted that it doesn't necessarily have to be a clergy member that does the opening. It can be someone from a different religion, or not affiliated with a religious organization at all.

Kabat said the Chaska Event Center is reserved for that morning, 1/20, from 7:00 – 10:00.

Carlson said she didn't recall any problems with the food providers and that seemed to go smoothly.

Kabat said there was a little miscommunication between Red Bench and the event center staff regarding serving plates. We'll make sure that's clear this year.

Welvaert said she'd also work to have coffee ready earlier.

Carlson said the most important thing to focus on is who we want as a speaker. Time is flying by, so the sooner we focus in on what message we want we can look at personalities, then reach out and ask.

Bean asked if there was a way to turn the things that have been happening in our

school district into something positive. Perhaps find someone actively involved, maybe in ROAR, to deliver a positive message to enlighten the community. We need to keep those issues front and center.

Welvaert agreed that a message of hope needs to be front and center. The poster event was such a positive community building event that even though it was preaching to the choir it gave people a sense of that there's people in this community supporting each other.

Leggett noted that the lead organizer of the event, the one who created the videos and posters is extremely talented. If coached correctly, she would likely be willing to do something. That might be worth asking/investigating further.

Welvaert added that she was impressed with how she included everyone in the room and honored everyone in the room. It would be a great choice to have a young person speak.

Leggett said she was on the front lines and experienced a lot of the issues we've talked about at our meetings.

Carlson: asked if the HRC should have a subgroup to work on the breakfast planning.

Leggett said those involved should be people who have passion, can coordinate speaker, be production manager, etc.

Carlson volunteered to be part of the subgroup. Haga and Welvaert also volunteered.

Kabat said he'd be happy to help coordinate that meeting and will send out an email offering up times for the four to get together and discuss.

Carlson reminded the group that Commissioner White has agreed to be the point person for the band.

Leggett noted that the music was good last year, but the director did ask if there was anything in particular we wanted them to play. This might be an opportunity to engage other schools, as well.

Welvaert said more specifics would be discussed next month.

7C City Equity Update

Kabat updated the group on city equity work. The city has been working with the YMCA to bring in some training for all full-time employees, and about 150 FTEs will be sent through that training. The training is three full days worth for each employee in addition to self-assessment to think about and understand the impact of unconscious bias. It's important not just in light of what's happening in the community but as a

customer service training. At the end of the day everyone who comes through the door needs to be treated with respect and the city need to meet the needs of everyone in our community. The training will provide a way from a variety of equity lenses to help the city with its work and will largely take place over October.

Welvaert asked if the training was just for City Hall employees.

Kabat responded that Public Works, Water, Electric, Parks and Rec, Golf, Police, Fire – eleven departments at the city and all FTEs will be going through it. City staff are continuing to think about how to extend training to part-time employees but are starting with full-time. It amounts to one day a week for 4-6 weeks everyone's going through it.

Welvaert asked if the training will be provided for the Mayor and City Council as well.

Kabat said those groups will also be getting some training, but there'll be a different approach given they have their own day jobs.

He also updated the commission on a number of conversations going on between the city, school district, and City of Carver. What they're working on most recently is a Marnita's Table event – a community discussion hosted over a meal. The date right now is likely late October. There are upcoming meetings with the school district to continue to develop what that looks like and it would be appropriate for Welvaert as chair to be part of those discussions.

Leggett asked for more detail about Marnita's Table.

Kabat provided background on the group's origins. Marnita started this work as discussions out of her own kitchen, inviting people in, hosting conversations and building community. The whole idea is bringing people of different perspectives together.

Leggett asked how people are selected.

Kabat said the groups engaged in the discussion have received a proposal, and are working through that. It's critical to get people from multiple perspectives at the table to talk with each other. How/who is invited is still under consideration.

Haga suggested that it might be good to have Carver County Public Health at a future meeting to talk about their experience with Marnita.

Kabat also updated the group on a training the League of Minnesota Cities provided to community leaders at the school district office developed by the Government Alliance for Race Equity. It talked about systemic racism and the impact of policy on shaping access to housing, etc.

Leggett said that cities have 20-40 year long range plans that are very asset based and don't really address the changing demographics of a city. He suggested the HRC should provide input on what should be part of the plan. The city should recognize that the demographics in this city have changed dramatically, the strategic plan needs to be reassessed to address how the city is going to structurally change to address those emerging issues. It's not about going through motions it's about moving to action.

Haga said that the training wasn't just about surface level discussion but rather given the different dynamics of the communities that make up the school district developing some common understanding of the language and issues.

Welvaert asked if what's discussed at the HRC meetings is brought to the city council.

Kabat said they do receive minutes and a number do watch. They are very aware of discussions.

Dunbar wondered if the HRC can extend an invitation to Amigos Latinos to come introduce themselves to the commission. Welvaert indicated she would invite them.

Kabat noted the leader is connecting with Chaska's communications manager to talk about the messaging the city is putting out and helping reach broader audiences.

Spreadbury asked about November/December dates given proximity to the holidays.

Kabat said he would send out dates, calendar is developed a year in advance and tries to work around known issues.

8 Next Meeting Date - September 26, 2019

9 Motion to adjourn: Carlson Second: Bean.

Adjourned at: 7:43 p.m.

STAFF REPORT
CHASKA HUMAN RIGHTS COMMISSION
September 26, 2019

Subject: **Treasurer's Report**

Prepared By: Nate Kabat

Balance and Expenditures:

2019 Beginning Balance:	\$2,000.00
May 2019 Expense: Water and Granola Bars for Pow Wow	\$44.87
June 2019 Expense: Give Away HRC Logo Fans	\$325.00
July 2019 Expense: River City Days Candy Giveaways Commissioner T-Shirts	\$20.94 \$28.00
August 2019 Expense: Commissioner Nametags	\$34.50
September 2019 Expense: None	\$0.00
Balance: September 2019	\$1,546.69

REQUEST FOR ACTION CHASKA CITY COUNCIL 09/26/2019

Subject: Update on "Race: The Power of Illusion" Video/Conversation

Prepared By: Nate Kabat

Background

Stacey Nelson-Kumar, a Chaska resident, approached the Human Rights Commission in a visitor presentation on June 27, 2019 to request the Commission support of her effort to organize and host a community viewing of a three-part video series produced by PBS titled, "Race: The Power of Illusion." Ms. Nelson-Kumar's goal is to host a community viewing to be followed by a facilitated discussion. At the time of her request in June, the Human Rights Commission was receptive to the idea and asked for Ms. Nelson-Kumar to develop more details for her concept, and come back when those were known.

Update

Since June 27, Ms. Nelson-Kumar and a small group of residents have made significant progress collaborating with the City of Chaska and School District 112 to organize this event. Attached is an outline of the planned events. She has secured agreements from the School District to use the video series for the event, and has secured the City of Chaska's commitment to provide space and assist with event marketing. Ms. Nelson-Kumar is requesting financial assistance of \$300 from the Human Rights Commission to support costs for a facilitator and refreshments over the course of three separate evenings.

HUMAN RIGHTS COMMISSION ACTION REQUESTED

Motion to support the community viewing and facilitated discussion of Race: The Power of Illusion, and to commit \$300 towards the event facilitator and refreshments.

Chaska Human Rights Commission
Thursday, September 26, 2019
6:30pm

RACE – THE POWER OF AN ILLUSION

To offer an opportunity for community learning and dialogue, the City of Chaska and Eastern Carver County Schools are partnering to host three events to show the PBS documentary series, “Race – The Power of an Illusion”. Each event will focus on one of the three episodes of the series. The City is offering space for each of the three events, and the school district is loaning the videos. Both partners will assist with promotion.

The Chaska Human Rights Commission is invited to serve as the convener of the events to promote harmony and respect in our community. Event planning and logistics have been handled by a small group of interested Chaska residents led by Stacey Nelson-Kumar.

Dates:

- Thursday, October 10 – “The Difference Between Us”
- Thursday, October 24 – “The Story We Tell”
- Thursday, November 7 – “The House We Live In”

Location:

- Chaska Community Center (CCC) Auditorium (reserved 5:00-10:00pm) for video
- CCC Dry Craft Room for facilitated conversation (if the Auditorium space is not sufficient)

Facilitator:

- Jonathan Palmer, Executive Director of Hallie Q. Brown Community Center in St. Paul. Mr. Palmer has facilitated discussions about the PBS series in the past and is available on October 10 and November 7. He may have a conflict on October 24, in which case he will find a substitute facilitator to be at the event.

Program Agenda:

- 6:00pm Welcome and Introductions – City of Chaska Representative
- 6:05pm Film and Discussion Overview – Jonathan Palmer
- 6:10pm Video begins
- 7:00pm Video ends; Break for refreshments
- 7:10pm Group discussion
- 8:00pm Event concludes

Promotion:

- Print and digital poster
- Cable access channel
- Website
- Facebook

- Twitter
- School district newsletters
- Local organizations
- Personal invitations

Goals:

- 25 new attendees at each event
- Respectful and dignified conversations
- Expanded community relationships

Request to HRC:

- \$100 per event for a total of \$300
 - \$50 Facilitator Honorarium
 - \$50 Refreshments

STAFF REPORT

CHASKA HUMAN RIGHTS COMMISSION

09/26/2019

Subject: MLK Breakfast Update

Prepared By: Nate Kabat

Update

- The annual MLK Breakfast is planned for January 20, 2020 at the Chaska Event Center, 8:00 AM to 9:00 PM.
- Planning Committee is Sarah Carlson, Jen Welvaert, Celi Haga, Jeff Filipek, Nate Kabat
- Corey Magstad has agreed to provide an opening thought/invocation
- Committee is pursuing Josie Johnson as a keynote speaker. Ms. Johnson is a well-known civil rights activist in Minnesota who marched with Dr. Martin Luther King. She recently published a memoir titled, "Hope in the Struggle." Ms. Johnson comes at the recommendation of Hedy Walls, who works for the YMCA and is leading staff equity leadership training for the City of Chaska.
- The Planning Committee is exploring opportunities to identify sponsors for a full breakfast for attendees.
- Lisa White is communicating with the High School Jazz Ensemble and will provide the music selection recommendations provided by Donzel Leggett.
- Celi Haga is working with multiple District student groups to identify student speakers to read speech excerpts from Dr. Martin Luther King.
- The Planning Committee would like a member of the Human Rights Commission to Emcee the event.

Hatred, bigotry, discrimination, racism, and fearmongering have no place in our community.

Over the past year, we have seen how hateful actions, words and thoughts can tear at the fabric of our community. We cannot let these negative messages divide us. We must continue our positive efforts to foster inclusivity, acceptance, and understanding.

Our community was built on values that champion citizenship, environmentalism, generosity, human worth and dignity, integrity, learning, respect for others, and responsibility. These values should guide how we interact with our neighbors, teachers, students, friends, and visitors. These values speak to appreciating and accepting individual differences and cultural diversities.

The Chaska Human Rights Commission is diligently working to bring together members of our community to celebrate inclusion and diversity. We will continue to partner with the school district, City, and community members to make Chaska a safe and welcoming place for everyone.

Recently, there has been some misinformation about the equity work the school district has done and the upcoming referendum.

The school district wrote a response that describes how equity relates to a student's identity. "A student's race, gender, sexual orientation, class, immigration status, religion, and/or disability does not predict their success. All students are provided the tools, resources, and support they need to achieve their personal best."

We share that same goal for our community. We strive to be a place where everyone can participate. Everyone should have the opportunities and resources to engage with all aspects of our community.

The Chaska Human Rights Commission believes in the school district's commitment to providing a safe and welcoming environment where every student can achieve their personal best.

We believe a quality education is a right for all our children. That's why we support the November 5th referendum and encourage you to visit the school district's website to learn more about the facts.

As the Chaska Human Rights Commission, we will continue to push for a community that embraces diversity, inclusion, and equity in a safe and welcoming space for all.

REQUEST FOR ACTION CHASKA CITY COUNCIL 09/26/2019

Subject: Human Rights Commission Statement on Racism and Referendum Support

Prepared By: Nate Kabat

Background

Over the course of this year, the Human Rights Commission has released two separate statements denouncing all forms of hate, including racism, bigotry, discrimination, and prejudices. Through these messages, the Human Rights Commission has sought to reiterate Chaska's Community Values and bring the community together. The Human Rights Commission has sought to support both the individuals and families directly impacted by hateful acts and support the community institutions that serve our residents. While much of the discussion regarding race has focused on the School District, the Human Rights Commission has recognized that confronting all forms of hate is a community discussion and community responsibility.

Update

The Eastern Carver County School District is holding a vote on a referendum on November 5, 2020. The referendum proposes three questions to voters:

1. An operating levy increase to continue the strong academic preparation of our students, prevent cuts to programs and services, maintain class sizes and manage growing enrollment. Question 1 must be approved in order for Question 2 to pass.
2. A bond request to build a new elementary school on district-owned land in Chaska, address deferred maintenance and building repair projects across the district, and build a larger bus garage. Question 2 can pass only if Question 1 is approved.
3. A no-tax increase renewal of our existing security and technology levy for 10 years to support school security systems, technology for students and staff, and related professional development and support.

Source: <http://www.district112.org/Vote2019/>

As with any referendum, a great deal of public discussion has been occurring regarding the merits of the School District's request. Recently, a video was released attempting to connect the referendum to the work on equity that the school district is actively pursuing. Much of the information presented as fact in the video is unverified and simply untrue. In response the School District has responded on its website, "The video shared recently is trying to present a different narrative about the work of the district, whether it's about equity or what the referendum will support, but we will not be deterred from our mission to serve kids. Each and every one." (Source: <http://www.district112.org/rumor-vs-reality/>)

In response to the video, multiple HRC Commissioners have requested a discussion at tonight's meeting with the desire to release a statement. Attached to this memo is a draft statement for the Commission's consideration.

HUMAN RIGHTS COMMISSION ACTION REQUESTED

Motion to approve the draft statement on racism and referendum support.