



Minutes
CHASKA HUMAN RIGHTS COMMISSION
ONE CITY HALL PLAZA, CHASKA CITY HALL
Thursday, September 24, 2020
6:30 PM

1. Roll Call
Present: Dunbar, Carlson, Welvaert, Bean, Haga, White, Spreadbury
Absent: None
2. Adopt Agenda
Motion: Carlson
Second: Bean
Kabat Roll Call Vote: Dunbar, Carlson, Welvaert, Bean, Haga, White, Spreadbury
Motion Carried
3. Open Forum/Guest Presentation
No guests
4. Approve Minutes
Motion: Haga
Second: Carlson
Kabat Roll Call Vote: Dunbar, Carlson, Welvaert, Bean, Haga, White, Spreadbury
Motion Carried
5. Treasurer's Report
Kabat reported no additional expenditures for the month of September. Started with 1,684.95 so ended the month at the same amount.

Commissioner Welvaert – asked about carrying over the budget to the next year. Kabat reported a year is a year. When closed, the general fund needs to be reconciled. You start the year out fresh so not an option. No COVID exception. Budget process remains the same, start out with \$2,000.00 budget. Kabat understands the desire for more budget, however we should create a budget what is allotted.

Commissioner Dunbar inquired since we cannot roll over, can we ask for a budget of \$3,000. Kabat recommends thinking about future plans and the intention behind more money before asking.

6. Old Business

A. Update: Resignation of Commissioner Scarborough Accepted by Council

Commissioner Welvaert read the report prepared by Kabat for the resignation of Commissioner Scarborough which was approved by council at the September 14th, 2020 meeting. All commissioners received a copy of his resignation letter. Commissioner Welvaert was glad the commission had the opportunity to serve with him and she appreciates what he has brought to the commission and community.

B. Discussion: Joint Work Session Next Steps

Commissioner Welvaert stated that Kabat prepared a report to summarize what took place at the meeting. Kabat gave a basis for having a discussion on where we see the commission going from here and what we hope for in the future?

Kabat shared staff thoughts to lay some groundwork down for the commission. Interested in your feedback on the direction they are thinking about. Kabat included the summary report completed by the Fursman's which is intended to capture the feedback and opinions that formulated around the 4 discussion questions. This not intended to say this is the direction we shall go, but only notes from the meeting to pull out the high points to go forward.

Kabat gave an update on what staff has been talking about after the meeting. These are ideas and suggestion and are looking for your feedback. This is an opportunity for the commission to be more involved with the city. Following are suggestions to work with other departments within the City more directly.

Kabat noted that starting out with departments which have much higher levels with customer interaction would be helpful. The PD and Parks and Rec (Chaska Cares) are the two they are currently having discussions with at this point.

Kabat stated the Parks and Rec department are looking at new programs as well as improving the core programs they offer. How do they appeal to meet the needs of a broader audience? They are interested in the Human Rights Commission to be an advisory board to improve on what they are currently doing as well as new programs, they want another perspective.

Kabat noted the other department having discussions with is the Police Department. Julie Janke works to develop relationships with PD and the community. They are looking for the Human Rights Commission to be an advisory board for new and existing programs/events. Would like your ideas and feedback.

Kabat explained both the PD and Parks and Rec. have opportunities for HRC. They also acknowledge your volunteer involvement. Some Community Events to think about to get involved with are Chaska Cares, Food Distribution Events etc. to weigh in and provide guidance to them.

Kabat views there are really three (3) roles the HRC can really develop and play going forward.

1. Advisory role with PD (community out-reach) and Parks and Rec (programming)
2. Volunteer role – already involved but more opportunities
3. Role to join other boards that are in the community. (explained Councils involvement and gave suggestions of groups and boards to possibly approach)

Kabat feels these three (3) roles relate to what was discussed in the work session. Feels council would be very supportive and want's the HRC feedback.

Kabat discussed the process – views as a positive to use the Joint Session and notes and taking feedback from commission tonight along with continuing to work with staff in key departments. Recommending developing a work plan or strategic plan to outline key areas and roles, and core objectives and then get into implementation steps. Focus on next year but also projecting for the next 3 to five years. Next step to bring back the plan to the October meeting using further feedback and shoot to have a final document to present in November with the intent to hopefully have HRC accept and go to council.

Kabat would like to have a guided document derived by your direction along with staff assistance along with council approval. The document could be refreshed every year, what makes sense and continue to use document to guide and foster the mutual communication and understanding between HRC and council.

Kabat opened for discussion/feedback and happy to answer any questions.

Commissioner Welvaert wants clarification on partnering, what does that mean for HRC? Would HRC still be able to come up with projects? Is it a helping out role?

Kabat noted the MLK breakfast, special projects green card project etc. those are all things HRC continues to have the ownership. Working with the Parks and Recreation would open opportunity to have programmers for resources. HRC remains the same still will continue sub-committees, this is just logistics help if wanted.

Commissioner Welvaert wanted clarification; how does the communication happen? Does Park and Rec join Human Rights meetings? Or certain person would join each department?

Kabat views as the Park and Rec coming to present and want your feedback. Does not view as HR attending their staff meetings.

Commissioner Carlson notes she currently serves on the bike awareness committee with Park and Rec. They came to Kabat and said perhaps someone from HR would be interested in this. They have not been meeting a lot. Marshall scheduled a meeting in early November. Share biking activities – Commissioner Carlson sees us already having a connection with Parks and Rec. Assuming it would be a similar situation they would come to HRC we would value your opinion on this programming. Someone could volunteer to be a representative. Does that process describe what Parks and Rec and PD are looking for?

Kabat stated that is one model – that is an example of a HRC member serving on an advisory group and reporting back.

Another way that it could work as Park and Rec are developing new programs, they can come to the HRC as a whole. Level of work would vary, may only require feedback.

Commissioner Haga noted concerns. Is using the HRC in advisory role beneficial? Not sure the HRC would be able to recommend any further direction.

Commissioner Hagas perspective for one thing is we are a bridge to help, facilitate connections who may not have a voice. The district has been trying to build connections to help identify who want to engage. Working with PD and Parks and Rec, she is not sure if there is anything, we can do to advise them.

Kabat stated that is a valid concern but wanted to caution the HRC as far as selling themselves short. HRC is not necessarily the only group that City staff would formulate to receive ideas on projects.

Commissioner Spreadbury noted the more outlets we have, the more affected we as a commission will be. He is all for exploring partnerships, to be more affective.

Commissioner Dunbar concern is not on content but the process. She asked what is the next step after the joint work session? Thought the understanding would be a report comes back and the HRC would have the first opportunity to develop what is a good strategic plan. When she saw they had a plan and met with other staff she was disappointed.

Kabat's intent was to offer some thoughts and ideas. If the HRC prefer to slow down, we can do that.

Commissioner Carlson feels the commission has a great opportunity ahead of us. Like commissioner Haga and Commissioner Spreadbury, we do have a common dominator. She is excited about the opportunity to develop a strategic plan. Commissioner Dunbar's comment that she anticipated a summary from the Joint Session with the council, she also was surprised to see the respond to the questions as being the only report. Commissioner Carlson would like to focus on how do we move forward? Possibly have staff find someone to help us set our goals and objectives.

Kabat stated he was attempting to propose a way to accomplish the desire of the commission recognizing we only have a short time. The proposal is not to dictate but present and receive your feedback.

Commissioner Haga noted the challenges they are facing. She loves a good strategic plan and likes the goals and need for more of a process. She is happy to lead a subcommittee, she does not want to slow down the process. Can they have a small group before next meeting? Feels more owned by the commission.

After further discussion, the desire to have a subcommittee was in favor of. Commissioners - Haga, Carlson and Spreadbury will serve on the sub-committee. Looking for more definition to move forward, with everyone feeling comfortable.

C. Update: River City Days Committee

Commissioner Welvaert noted RCD was rescheduled however still did not happen. Commission felt best for the safety of everyone involved.

Kabat prepared a report and mentioned the commission talked about a letter to the editor to let the public know we missed them.

The commission would like to talk about the goals, invite public to meetings and become part of commission. The commission does have two alternate positions. Should include this information in the letter.

Commissioner Haga there is a lot of opportunity, Haga is happy to help just needs more concrete direction.

Kabat clarified the committee did not meet. His hope to put some of those ideas forward tonight.

The letter will include a short bit of what we stand for and what we are passionate about. Make sure to include opportunities and programming of what we have had.

After further discussion Commission Haga will draft the letter with no follow-up meeting.

D. Update: MLK Committee

No meeting since last meeting.

Commissioner Welvaert discussed a zoom instead of in person event in light of uncertainty. Max number for zoom, depends on package. Commissioner Haga mentioned other options. Kabat noted the event center is reserved and have the ability to promote how to participate.

Capacity for Event Center is 80 people total. Does not leave much room for public. Zoom or some platform, can reach a broad audience. U-tube, Face book, etc. Commissioner Welvart would like to have a Sub-Committee meeting before the next meeting. Kabat will get it scheduled.

7. New Business

A. Human Rights Award

Kabat presented a report from Communications Manager Kevin Wright. Commissioner Carlson likes we have a plan on how to engage and potentially submit applications. Communications Manager Kevin Wright did dial back and spend time on previous recipients, trying to do more community type videos. What the reward means and the work they did and hopefully inspire to improve our community.

Communication Manager Kevin Wright noted October 15th, first to highlight the previous award winner and November 12th and December 3rd follow up dates to post a 2 to 3-minute video of previous award winners.

Commissioner Welvaert wanted clarification on business to business how do you envision, how would it work, to promote?

Communication Manager Kevin Wright presented on how to expand on more awareness. Expanding beyond non-profit. Promoting the Human Rights Award. Awareness Campaign let organizations know it's available.

Communications Manager noted nominations will be due December 11th (this is not a confirmed date) can easily be changed. Could review at the December 17th meeting.

B. Commissioner Terms and Reappointment Process

Commissioner Welvaert noted we have 5 commissioners who are up for re-appointment for next year. Just wanted everyone to be aware. Explained the process.

Commissioner Bean inquired how do you want to be notified and when? Kabat requested to submit the application to Kabat or Denise Beebe. Kabat recommends submitting before the year is over.

Commissioner Bean – if not planning to reapply? Kabat noted nothing has to be done. Kabat would appreciate a notice but not necessary

Kabat noted if you reapply or not, we do have 2 openings for alternate commissions. Do not shy away to help build the commission.

Commissioner Welvaert mentioned the application form has Denise Beebe former name listed. Kabat will work on having application name changed.

C. Other Business

Commissioner Welvaert received an e-mail about the movie Neither wolf nor Dog. Commissioner Welvaert read a short description of the movie. Welvaert will pass along the E-mail to Kabat or you can contact the Chanhassen Cinema for movie times.

Commissioner Haga noted that Kabat shared the food distribution events, which she attended one last week. Shared it was a great event and great opportunity. Safety was not an issue. Still looking for volunteers for 3 events still coming.

Kabat to forward information and a link regarding the food distribution. Link also to be able to volunteer Oct 9th (2 shifts)

Kabat noted a mailing went out to all residence of City of Chaska from City of Chaska primarily the PD. Mailing is a continuing of communications following the murder of George Floyd. How are community views our PD? An event was held at the Event Center and by zoom. The same questions that were presented at the event are now being mailed out. Gives an opportunity for our community to write their thoughts and feedback. Kabat is interested to see what comes back and hopes to responses whatever they may be.

8. Next Meeting Date - October 22, 2020

9. Adjourn

A. Motion: Haga

B. Second: Carlson