

Attention: Zoom Option

In order to practice social distancing related to the COVID-19 pandemic, the Human Rights Commission meeting on Thursday, October 22, 2020 will be held **virtually on a platform called Zoom**. To learn more about participating or watching the meetings, visit www.chaskamn.com. Any questions about how to participate should be directed to the Chaska Communication Department at communications@chaskamn.com or (952)448-9200.



AGENDA
CHASKA HUMAN RIGHTS COMMISSION
VIRTUAL VIA ZOOM
Thursday, October 22, 2020
6:30 PM

- 1 Roll Call
- 2 Adopt Agenda
- 3 Open Forum/Guest Presentation
- 4 Approve Minutes
 - 4A HRC Minutes - Sept. 24, 2020
- 5 Treasurer's Report
 - 5A Treasurer's Report - 2020
- 6 Old Business
 - 6A Update: MLK Committee
 - 6B Discussion: HRC Strategic Plan
- 7 New Business
 - 7A Other Business
- 8 Next Meeting Date
- 9 Adjourn



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.

Commission 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 Welvaret 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

STAFF REPORT
CHASKA HUMAN RIGHTS COMMISSION
September 24, 2020

Subject: **Treasurer's Report - 2020**

Prepared By: Nate Kabat

Balance and Expenditures:

2020 Beginning Balance:	\$2,000
January 2020 Expense	
-MLK Red Bench Bakery	\$170.10
-MLK El Paisano	\$52.50
-MLK Juice	\$22.45
-Lester Dahlberg, Human Rights Award Plaque	\$70.00
February – October 2020 Expense	
None	\$0.00
Balance: September, 2020	\$1,684.95

STAFF REPORT

CHASKA HUMAN RIGHTS COMMISSION

October 22, 2020

Subject: **Update: MLK Subcommittee**

Prepared By: Nate Kabat

The MLK Subcommittee has met on multiple occasions over the last few months to continue planning for the 2021 MLK Breakfast event. As a reminder MLK Day is January 18, 2021.

Given the ongoing restrictions on indoor meetings in response to COVID and the subcommittee's concerns for community health and safety, the event will be held virtually in 2021. This provides the opportunity to pre-record the event items which will include Speech Team students, music performances, keynote speech, Human Rights Award presentation, and the other components that have typically been part of the agenda. Chaska Communications staff are equipped and able to assemble the various prerecordings into a virtual event for broadcast on MLK Day. Outlets including the local cable station, YouTube, and social media outlets will be used to reach viewers.

For the keynote speaker, the subcommittee has decided to approach Sharon Sayles Belton who served as mayor of Minneapolis, Minnesota, from 1994 until 2001, the first African American and first woman to hold that position. Presently, Ms. Sayles Belton is Vice President of Community Relations and Government Affairs for Thomson Reuters Legal business.

Subcommittee members are actively working to coordinate with local school music programs and the Chaska High School Speech Team to arrange recording options with those groups. In addition, Parks & Rec. staff are assisting to explore opportunities for greater youth involvement. Ideas include asking children to submit videos explaining what Dr. King's legacy means to them and seeking artwork submissions to potentially assemble a video or slideshow.

STAFF REPORT

CHASKA HUMAN RIGHTS COMMISSION

October 22, 2020

Subject: **Discussion: HRC Strategic Plan**

Prepared By: Nate Kabat

Background

A joint work session was held with the City Council and Human Rights Commission on August 27, 2020 to talk about roles, responsibilities, and ways to build on the Human Rights Commission's impact on the Chaska community. The intent of the discussion was to build mutual understanding and lay the groundwork for a strategic plan that the Human Rights Commission can use with the City Council's support to grow its effectiveness in serving Chaska residents. A summary report of the Work Session was presented to the HRC at the September meeting, and is attached to this memo.

At the September HRC meeting, the Commission discussed the outcomes of the work session in addition to the best approach for next steps. The Commission discussed the value of developing a strategic plan that could be approved by the Commission and presented to the City Council for approval as well. The strategic plan would be useful to define the Commission's role in serving the community, and to identify implementation efforts that would inform ongoing work. The Commission agreed that direct involvement by Commissioners to inform staff in the drafting process would be beneficial. Out of that discussion, the Commission appointed a three-person Subcommittee which includes Commissioners Carlson, Haga, and Spreadbury to work with staff and develop a draft strategic plan for the Commission. The Commission also agreed that a survey of Commissioners to better understand consensus on key roles and direction of the strategic plan would be useful. Summary results of the survey are attached to this memo.

Update

The Subcommittee met with staff on October 12 to review the work session summary, survey results, Council Strategic Plan, and Human Rights Commission authorizing ordinance. Based on this review the group discussed an ideal strategic plan process, the purpose of a strategic plan, and identified draft goals and implementation steps. The attached draft strategic plan is based on direction provided by the Subcommittee to staff at the October 12 meeting. The draft also ties to the Council's Strategic Plan, the outcomes of the August 27th Joint Work Session, and is informed by the results of the Commission survey. The Subcommittee and staff request review and feedback from the Commission as a whole.

Next steps will be determined based on tonight's discussion, but the desired outcome remains to be a plan that the Commission can vote to support and recommend to the City Council for approval.

Human Rights Commission

2021 Strategic Plan

Introduction:

The Human Rights Commission was established by the Chaska City Council in 2000. Twenty years later, a lot has been learned and the community has grown and changed. Both the Chaska City Council and Chaska Human Rights Commission agree with the importance of taking time to acknowledge the success of the Human Rights Commission and to identify how to grow the Commission's ability to serve the community for the next twenty years.

The Chaska City Council identified several key vision statements looking towards the year 2025 at its retreat in 2019. One of the identified statements is:

In 2025 Chaska is a welcoming, respectful, engaging, and inclusive community.

A strategic direction identified by the plan to move this vision forward is to "Celebrate Diversity." The Council also identified several implementation steps to move the vision and strategic direction forward. Among the implementation steps listed is, "redefine the Human Rights Commission," and, "expand participation in the Human Rights Commission."

The following Strategic Plan for the Chaska Human Rights Commission reflects a joint effort including the Chaska City Council, Chaska Human Rights Commission, and City Staff. This Strategic Plan for the Human Rights Commission reflects implementation of the City Council's goals and is a direct outcome of a process initiated by a Joint Work Session between the City Council and Human Rights Commission on August 27, 2020.

Following the Joint Work Session, the Human Rights Commission formed a Strategic Planning Subcommittee that worked with City Staff in the Administration, Parks & Recreation, and Police Departments to develop a draft plan. The draft plan was reviewed by the Human Rights Commission and refined by the Subcommittee to develop a final plan. The process culminated in approval by the Human Rights Commission on [INSERT DATE] and by the City Council on [INSERT DATE].

Purpose:

This Strategic Plan of the Human Rights Commission sets key roles, goals, and implementation strategies to guide the Human Rights Commission's work over the next 2 to 3 years. With City Council and Human Rights Commission approval supporting the document, it serves to ensure both groups agree with the direction of the Human Rights Commission and how it intends to serve the community. Both the City Council and Human Rights Commission acknowledge that the previously stated vision is an ongoing effort, and both groups understand the need to continually review and update this document. The Strategic Plan should be viewed as an aspirational living and breathing document that will best serve the community with ongoing attention and maintenance.

Strategic Goals and Implementation:

The Human Rights Commission (HRC) will serve the community by advancing the following key goals. Each goal is followed by implementation steps to guide the HRC's work in 2021. While the goals are longer-term, high-level and will require ongoing effort into the future, the implementation steps provide more concrete direction to advance those goals.

1. Proactively partner and engage with community members and groups.
 - a. Implementation:
 - i. Seek boards, work groups, and volunteer opportunities to participate in as HRC members.
 - ii. Represent the HRC on project specific City task forces.
 - iii. Support community members and groups in implementing programs that align with HRC's and Council's vision.
 - iv. Invite community members and groups to HRC meetings to share their stories and service opportunities.
2. Advise Staff and Council
 - a. Implementation:
 - i. Identify best methods to directly communicate with the City Council.
 - ii. Review Ordinance 2.24.090, Purpose and Duties of the Human Rights Commission, to ensure alignment with current expectations and strategic objectives and recommend updates to the City Council.
 - iii. Provide guidance to staff for the Chaska Cares initiative.
 - iv. Advise staff to incorporate diversity into existing and new community celebrations and programs.
 - v. Advise staff on best practices to reach a diverse audience for official communications.
3. Community Engagement and Education
 - a. Implementation:
 - i. Improve the HRC webpage:
 1. Include a photo of HRC members.
 2. Provide references to resources.
 3. Improved lines of communication.
 - ii. Use social media to increase visibility of the HRC.
 - iii. Develop and host programs to celebrate cultural holidays/months and promote community focused goodwill.
4. Continue ongoing core efforts
 - a. Implementation
 - i. MLK Breakfast
 - ii. River City Days Booth
 - iii. Annual Human Rights Award

Human Rights Commission

Strategic Planning Survey

7

Responses

19:06

Average time to complete

Active

Status

1. How important is it to develop a strategic plan for the Human Rights Commission?

- Not important

0
- Neutral

0
- Important

7



2. How important is it for the City Council to adopt the strategic plan?

- Not important

0
- Neutral

0
- Important

7



3. When you joined the HRC, what did you expect your role would be?

7
Responses

Latest Responses

"i wanted to be a bigger part of the community. I thought that we would...
"I believed the role would be a community facing, resource and educatio...
"As a member of the Commission, I envisioned the role as a partner with...

4. Now that you have served on the HRC, how would you describe your role?

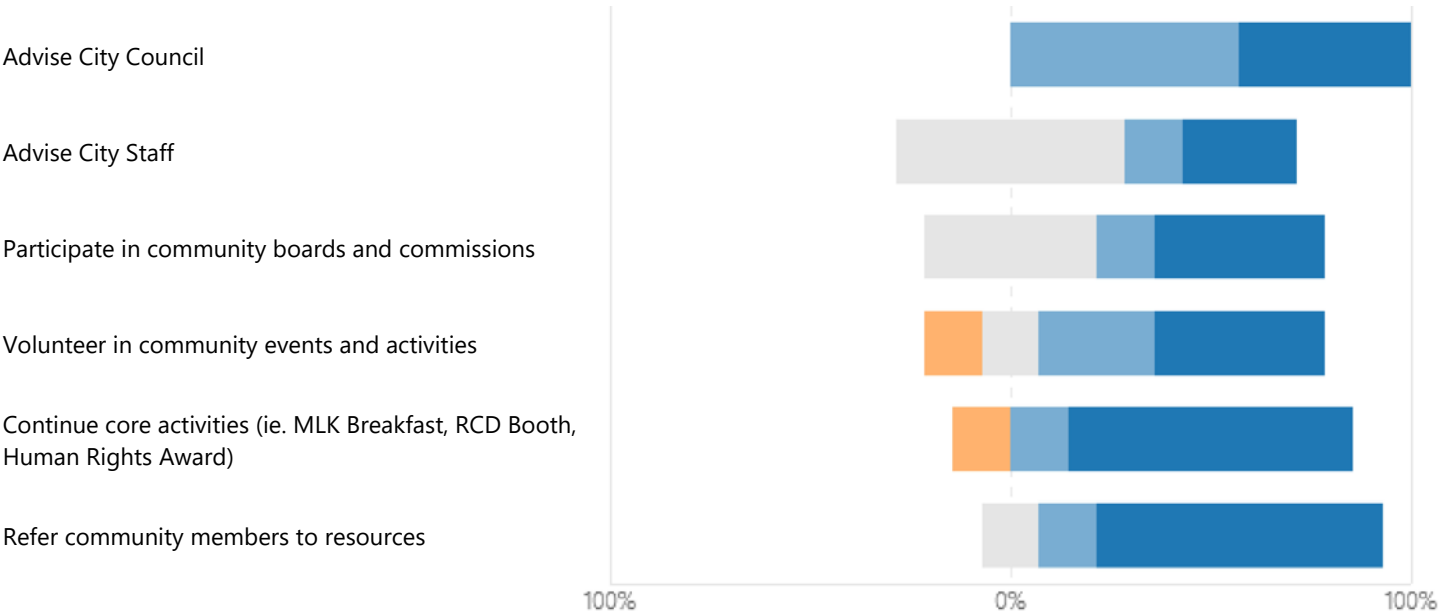
7
Responses

Latest Responses

"I have helped set up our booth at RCD. I have helped with the Martin Lu...
"Small group with passion for human rights based issues meeting once a...
" The moments of engaging our community on issues of fairness and incl...

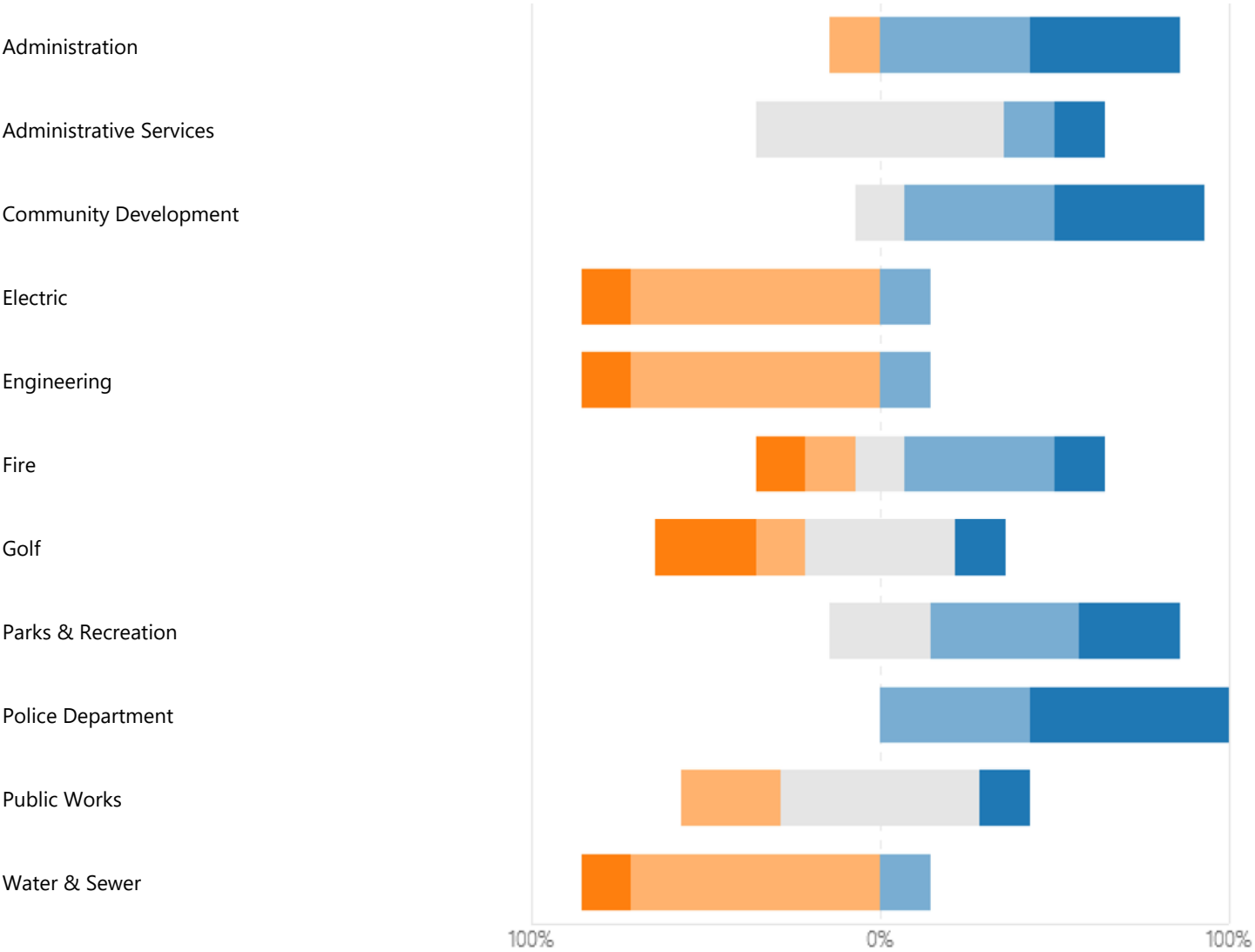
5. On a scale of 1 (lowest) to 5 (highest), how important are the following roles for the Human Rights Commission?

1 (lowest) 2 3 4 5 (highest)



6. On a scale of 1 (lowest) to 5 (highest), how valuable is a close working relationship with the following City Departments?

1 (lowest) 2 3 4 5 (highest)



7. The work session identified a need to improve communication between the HRC and the City Council. Please provide your ideas on how you would most like to see this improvement:

7
Responses

Latest Responses

- "I believe having one contact at the City Council who could provide upda...*
- "HRC needs to identify a mission and subsequent strategies to achieve th...*
- " Strongly recommend participation by members of both the Commissio...*

When you joined the HRC, what did you expect your role would be?

An advocate, a facilitator, helping to push city to be more aware of issues its citizens are facing.

To educate our community, be a voice for human rights, advocate for human rights.

To provide resource information (housing, social services, etc.) to Chaska Residents, to be a conduit to City Council for Human Rights concerns within the City of Chaska, to be visible to Chaska Residents as a reliable Help educate and support community members on human rights issues. Work in collaboration with the city council on addressing issues as they arise.

As a member of the Commission, I envisioned the role as a partner with the City, businesses, non profit and civic organizations and schools to help educate, promote, advocate and engage in issues of fairness and equality to

I believed the role would be a community facing, resource and education providing role.

i wanted to be a bigger part of the community. I thought that we would be doing more to be advocates for people. Try to connect them to the help they need.

Now that you have served on the HRC, how would you describe your role?

Two main tasks - RCD and MLK Breakfast/HRC award.

I feel like we do two community events - MLK celebration and RCD. This year I think we had a couple additional meaningful events planned that we weren't able to do due to Covid. We are a Commission with no way for the

Disseminator of fact sheets and pamphlets, MLK Breakfast organizer, River City Days participant.

Creating events focusing on human rights topics for the community To attend. Little collaboration with city council.

The moments of engaging our community on issues of fairness and inclusiveness through the Holocaust Stories, Race the Power of Illusion PBS documentary series, and the MLK Breakfast represent positive roles of partnering Small group with passion for human rights based issues meeting once a month to plan for a few public events per year.

I have helped set up our booth at RCD. I have helped with the Martin Luther King program.

The work session identified a need to improve communication between the HRC and the City Council. Please provide your ideas on how you would most like to see this improvement:

Presentation to council every other month.

Have a point person on the council that the Commission can discuss ideas, issues, updates with. I also think the vice chair of the Commission should be more involved and work closer with the chair.

HRC to have Commissioner liaisons attending City Council Meetings; just one Commissioner per meeting.

A commissioner could submit a report (or collaborate with Nate) to council monthly, to update on any HRC news. Perhaps a member of council could be a liaison to check in with HRC periodically for updates as well.

Strongly recommend participation by members of both the Commission and Council in community based activities that promote and celebrate the diversity of our community. Provide for opportunities through participation, listening, discussing and reporting on issues that impact the residents of Chaska. Suggest liaison to be established between the Commission and Council.

HRC needs to identify a mission and subsequent strategies to achieve that mission. This mission and strategies should be approved by Council, who should also provide resources to the HRC as needed and hold them accountable.

I believe having one contact at the City Council who could provide updates to the whole council at their meetings would be beneficial. The HRC perhaps should have a City Council point person too.

Q1: What does HRC do well and should continue?

Cultural Celebrations/Awards

- MLK Breakfast
 - Rates are doubling – may need a new venue
 - Video and reflection at the event
- River City Days

Providing Education & Information

- Thoughtful programming
 - Holocaust (art gallery)
 - Collaboration with other organizations/groups

Listening to our community

- Pulse on the current issues
- Embrace opportunities to bring diverse individuals together
- To be the listening place
 - Conversations with a full range of community members
 - Members of the commission are identified with HR interests and are approached around town
 - TOPICS: What are my rights? Who can I talk with that understands me in my language? What are my rights under the landlord tenants act? Racial impact comments – does the City care about me? (a person not born in Chaska, a black/brown person) what is the City doing to help everyone in the community?

Q2: What could the HRC do better at, what additional roles/activities should HRC assume?

Better communication between council and HRC and other city depts

- The Commission also felt left out of Martina's table meetings (for planning purposes)
 - COMMUNICATION IS KEY (Need more frequent communication – a member gives a report to the Council)
 - Council and HRC should shine the best light on each other
 - Better at communicating with council

Celebrating Cultural Holidays/Months/Community Focused Goodwill

- Pro-actively partner with community organizations to promote fairness and dignity.
 - HRC to be part of "Chaska Cares" (Be in charge of it?)
 - Be City's Goodwill Ambassadors
 - Involved and connected to the community

Find ways to promote diversity within our city commissions

- More inclusive of all diverse views and designing aligned actions. Focus on opp. not problem

Q3: What opportunities exist for the HRC and Council to have a coordinated effort toward becoming a welcoming respectful, engaging, and inclusive community?

Make HRC more accessible and visible

- City provided dedicated email
 - Currently, the email goes to Nate with no reference to the HRC.
 - Updated Website with pictures of the Commissioners
 - Have a student on the HRC.
 - While not an authority, can be source of resources and support for community members

Communicate more between each other (HRC and Council)

- Have a periodic standing agenda item that is a report out from the HRC
 - Helps public and Council (could be a member – different each time)
 - Historically, respectful, honest dialogue has been lacking. This causes a barrier to some people approaching the community
 - Engage HRC early in conversations about opportunities

HRC and City Council partner to implement relevant aspects of the strategic plan

- Get a more diverse HRC (and staff) and planning and parks commissions as well
 - That person looks like me and therefore I feel more comfortable.
 - Commissions are feeder groups into the Council (would help with the diversity of the council) (this has been a hard sell thus far....)
 - Important that the HRC can speak in concrete and definite terms
 - Speech has to go through the different layers of City edits.
- Establishing partners with other organizations Having meaningful discussions/conversations with the organizations could advance the City's vision
 - Police
 - Latino Organizations
 - ROAR
- Create a 3-year plan for HRC
 - Would need to know what advocacy means first...

HRC 'owns' Certain 'Human Rights' Community Programs

- Chaska Cares
- Things like Martina's Table

Q4: What should the HRC *not be* doing?

Responding directly to the complaints of the community

- HRC holds a special balance of being neutral, objective, and impartial
 - A tough balance that may be helped with a more diverse HRC.

Be partisan

- Provide education, outreach, and resources vs, taking a stand
- Do not post or write letters to the editor, rather follow the media guidelines. Need Guidelines
 - *This is a fine line between being a citizen vs. Commission member*
 - *HRC not the only communicator of acceptance and respect*
- Not a policy-making body; rather, inform and advise council
- Should not represent HRC (or make public statements) without HRC's approval
 - *Should not make statements that are inconsistent with City's values*

Be a compliance authority

- Having the Council attend the events of the HRC would go a long way
- Should not be investigating claims of discrimination

Police oversight

- Not a police review board



City of Chaska

STRATEGIC PLAN 2019

SUMMARY OF STRATEGIC OBJECTIVES

The City of Chaska has identified six visionary outcome areas looking ahead to 2025. These visionary outcomes are expanded into strategic directions, 2-year successes and one-year goals.

CITY OF CHASKA VISION FOR 2025

The Visioning process looks out into the foreseeable future and imagines what is possible. Chaska looked to the year 2025 in the visioning process. The statements below are stated as the outcome of work that will be started or is currently underway. The vision is intended to be a long-lasting aspiration that may never be fully realized but always improved upon.



In 2025 Chaska has a vibrant downtown



In 2025 Chaska is a welcoming, respectful, engaging and inclusive community



In 2025 SW Chaska is actively developing



In 2025 Chaska has quality City facilities



In 2025 Chaska has quality City services



In 2025 Chaska is an environmentally conscious City



STRATEGIC DIRECTION ONE



DRIVING COMMUNITY ENGAGEMENT

INITIATIVES

- EFFECTIVELY COMMUNICATE
- INCREASE ENVIRONMENTAL AWARENESS

First Year Imperatives

1. Modern/informative website
2. New resident academy
3. BTS
4. Truth in taxation media campaign
5. Face of Chaska
6. Bike friendly community

2-Year Results

1. Modern/informative website
2. New resident academy
3. Face of Chaska (influencer)
4. Behind the scene tours
5. Community town hall meetings
6. Truth in tax media
7. Environmental program
8. Bike friendly community
9. Employee city spotlight



STRATEGIC DIRECTION TWO

Reinvesting in Core Assets

INITIATIVES

- EXPAND STAFFING WHERE NEEDED
- STREAMLINE PROCESSES
- IMPROVE FACILITIES



First Year Imperatives

2-Year Results

1. Hire building maintenance (FTE 4)
2. Hire economic development (FTE 1)
3. Hire HR support (FTE 1)
4. Develop system/process for go, no go decisions on projects/events
5. Issue contacts for large building repair
6. Finance through debt issuance
7. New applicant tracking system (Neogov)

1. Roofs that don't leak (quality product over cheap)
2. Nearing completion of filling staffing study gap
3. Adding additional staff as city expands
4. Grand opening PAR 30 learning links



STRATEGIC DIRECTION THREE



IMPLEMENTING ESTABLISHED PLAN FOR GROWTH INITIATIVES

- **IMPLEMENT SOUTHWEST DEVELOPMENT**
- **IMPLEMENT DOWNTOWN DEVELOPMENT/REDEVELOPMENT PLAN**



First Year Imperatives

1. Identify preferred developer for City Square West with land acquisition and business relocation
2. Change County cost participation Policy
3. Extend street and utilities to the school
4. Creek Road feasibility
5. TH 41/61 Design and Right of Way
6. Complete Library Site Studies

2-Year Results

1. City Square West has one project completed
2. Creek Road feasibility is completed
3. TH 41/61 infrastructure projects started
4. Library being build



Photo courtesy of Carina Lofgren Photography taken at the Marnita's Table Celebrate IZL.

STRATEGIC DIRECTION FOUR

CELEBRATE DIVERSITY

INITIATIVES

- **CELEBRATE DIVERSITY**
- **EDUCATE ALL RESIDENTS AND EMPLOYEES**



First Year Imperatives

2-Year Results

1. HR Generalist -Hire
2. All city employee YMCA diversity training
3. Marnita's Table event (ISD 112)
4. Commission Appointments include Demo Data
5. Par 30/Plan miracle/league field
6. Universal design playground
7. Multi-lingual website

1. Redefine human rights Comm
2. Expanded participation in HRC
3. More diverse city staff demographics and commissions
4. Incorporate diversity into current celebrations
5. City wide culture celebration
6. More inclusive recreation facilities
7. Multi-lingual city comm