



Minutes
CHASKA HUMAN RIGHTS COMMISSION
ONE CITY HALL PLAZA, CHASKA CITY HALL
Thursday, October 22, 2020
6:30 PM

1. Roll Call
Present: Welvaert, Dunbar, Carlson, Bean, Haga
Absent: White and Spreadbury
2. Adopt Agenda
Motion: Haga
Second: Carlson
Kabat Roll Call Vote: Dunbar, Carlson, Welvaert, Bean, Haga
Motion Carried
3. Open Forum/Guest Presentation
No guests
4. Approve Minutes
4A - HRC Minutes from September 24, 2020
Motion: Dunbar
Second: Bean
Kabat Roll Call Vote: Haga, Carlson, Welvaert, Bean, Dunbar
Motion Carried
5. Treasurer's Report
Kabat reported no new expenses for the month of October. Balance remains the same at \$1,684.95.
6. Old Business
6A Update: MLK Committee
Commission Welvaert reported Kabat summarized the MLK subcommittee activity.

Commissioner Welvaert noted MLK day is January 18, 2021 and it has been decided to move forward with some type of program. Will not be a breakfast due to COVID 19. Event would be best presented as a virtual. Decided a lot can be pre-recorded and put together a program so people do not have to be in person. This year they started working with the Parks and Recreation Department who have provided resources with connections in the community. Also working with some schools to gather drawing/pictures that students can work on to put together a possible slide show. Still working with the school and will still present the Human Rights Award winner. Will also still have a keynote speaker which 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.

Commission Haga reported yes Sharon Sayles Belton has accepted to be the keynote speaker. Kabat reported last year we offered 200.00 to Dr Josie Johnson who has not accepted the offer. Kabat stated this has been the amount but up to the commission what they feel is appropriate. Commission Carlson requested \$250.00. The commission decided to go with \$250.00 this year.

Commissioner Carlson proposed a motion to provide an honorary of \$250.00 to guest speaker Sharon Sayles Belton for her remarks at the MLK celebration January 18th, 2021. Commissioner Dunbar second the motion. Kabat called the roll. Motion carried.

Commissioner Welvaert requested the commission should let people know we are accepting nominations for the Human Rights award. Only two more meetings to discuss nominations. Commission would plan to review at the December meeting.

6B Discussion: HRC Strategic Plan

Commissioner Welvaert noted Kabat prepared staff report. Commissioner Welvaert reported she would like to hear feedback from the subcommittee meeting.

Commissioner Carlson noted the subcommittee (Carlson, Spreadbury and Haga) met in October with representatives from Parks and Recreation Department, the Chief of Police and Kabat. Commissioner Carlson noted they discussed results of the joint meeting with City Council representatives. Looked at what the municipal code currently states. Talked about the forming of the HRC nearly 20 some years ago and the need to update the goals/objectives we wanted to see in

place. Commissioner Carlson was surprised they spent so much time reviewing the joint meeting but felt necessary.

Commissioner Carlson noted they talked about tasks that reflect the role of the HRC and felt the Park and Recreation staff were very receptive to be coming alongside the Commission. Commissioner Carlson sadly felt they did not spend enough time listening to the Chief of Police. He was very supportive and would include HRC members in future efforts the PD has initiated.

Commissioner Haga – felt it was good discussions, and clear other City departments want to partner with HRC to make the City of Chaska a more welcoming place. Commissioner Haga spent time looking at the draft strategic plan and it captures discussions very well. The goals are presented very well. Noted each year the commission can utilize the plan. Good summary of discussions and goals. Feels like this is something the commission has more ownership in.

Kabat reported he feels the summary reflects the discussions/work session and staff very well and thanked Commissioners Carlson and Haga. Kabat wanted to discuss the draft strategic plan at the evenings meeting. His hope is the commission can discuss the intent of the document which is documented in the introduction and purpose sections and hopes they can give the sub-committee some feedback.

Kabat noted that this is a vision and wants to acknowledge the process and that this does have to have the approval of the HRC and City Council. Also wanted to acknowledge this is the commission's strategic plan and it can be changed. Kabat would recommend the goals should be broad enough to use for a few years. Would like to view as a living document not etched in stone and only relevant to the commission and council so long as there is buy-in to the document. Kabat wanted the commission to realize he put this together using the work session summary, survey results, Council Strategic Plan and the Human Rights Commission authorizing ordinance.

Commissioner Haga – appreciates the more robust document and it certainly reflects the survey and conversations. A strategic plan is only as good as the people who are implementing it. Agrees it needs to be a living document. Possibly a couple tweaks but overall, in good shape.

Commissioner Welvaert agrees there have been a lot of meetings with lots of ideas and it has pulled together in a very concrete way. Commissioner Welvaert did have a couple questions.

When do you see us setting the plan for a particular year?

Would it be at a regular meeting or a work session?

Commissioner Haga asked when new terms start (take their seats)? Kabat stated the application process starts at the end of the calendar year with Council holding interviews in early January, however this does not always happen that way. Having appointments by the first meeting of the year is the goal.

Commissioner Haga requests to have the current commission as it stands to determine what the strategic plan should be.

Kabat stated for this plan it should be approved before year's end. Kabat noted we want to keep the momentum going. Feels what works well was the subcommittees, was very helpful.

Commissioner Welvaert has no concerns about the work plan and to move forward to Council.

Commissioner Dunbar and Bean agreed with moving forward

Commissioner Welvaert agreed having subcommittees has been very helpful. Does not feel the need to have the HRC meet more than once a month.

Commissioner Dunbar feels that yes, the subcommittees have been helpful but some of the subcommittees due to COVID have been postponed.

Commissioner Haga recommended to amend bucket #3, ii, to say increase visibility of the HRC through expanding use of all forms of media. Broaden to say **all** forms of media not just social media.

Commissioner Carlson agreed what to focus on for 2020 and 2021, along with the tweak is this what the commission wants to present to City Council? If so, do we need a motion? Just want everyone to way in before she makes the motion.

Commissioner Carlson made the motion to approve the strategic goals and implementation as presented and discussed with one slight variation recommended by Commissioner Haga. Commissioner Haga second the motion. Kabat did the role. Motion approved.

Kabat will find out which council meeting the HRC can present the document. E-mail will be sent and then discussion will take place who will present at the council meeting.

7. New Business

7A Other Business

Commissioner Haga noted she wanted to invite the Chief of Police to an upcoming meeting. Also wanted to thank the City regarding the spirit day activity with the lighting in purple at the Fireman's Park. Meant a great deal to her and the community. Social media lite up.

Commissioner Bean heard a lot of positive feedback from the community regarding the spirit day activity.

Commissioner Dunbar brought up the upcoming meeting change dates due to the holidays. Commission is aware of the upcoming dates.

Commissioner Carlson – noted the collaboration between Auto Pro's and the City of Chaska Police Department to do minor repairs on signal lights that may be out on vehicles that are stopped by the Chaska Police Department. She was impressed with Chief of police sending out the letter asking for input was a great idea. She would like to hear him talk about his vision and the offer to be a partner with the HRC commission.

Commissioner Welvaert met with Chief Siebert and invited him to join a meeting at some point. He agreed and it was decided to wait at that time to have a more defined role of the HRC. Kabat will reach out to the chief to see if he can make the November or December upcoming meeting.

Commissioner Welvaert noted the last meeting they discussed writing a letter to the community as a check in about the HRC, but her thoughts are tonight we should have the strategic plan finalized before sending something out. Next meeting come up with written thoughts to give Commissioner Haga some bullet points to add to the letter.

Commissioner Welvaert requested the council to have homework – right down main ideas you hope to convey to the community of what the commission is about and what it means to you to be on the commission.

Commissioner Welvaert attended the MN department of Human Rights meeting online. Commissioner Welvaert shared some highlights of the meeting. She will give to Kabat and hopefully we can share on the website some of the findings and resources. A lot she heard from the meeting is pretty much the same as their own commission. She is hoping to attend more of the meetings and encourages other commission members to attend.

Reminder from Commissioner Welvaert we still have two vacancies to join the HRC, so please invite friends and the community to spread the word. Also, we have 5 commissioners' terms that are ending the end of this year so please notify Kabat if you are going to run, no official letter required but an e-mail would be helpful.

Kabat will e-mail the link of the application process to the commission.

8. Next Meeting Date – November 19th, 2020

9. Adjourn

A. Motion: Haga

B. Second: Carlson

Nate called the roll.