



Minutes
CHASKA HUMAN RIGHTS COMMISSION
ONE CITY HALL PLAZA, CHASKA CITY HALL
Thursday, November 19, 2020
6:30 PM

1. Roll Call
Present: Welvaert, Dunbar, Carlson, Bean, Haga, White, Spreadbury
2. Adopt Agenda
Motion: Haga
Second: Spreadbury
Kabat Roll Call Vote: Dunbar, Carlson, Welvaert, Bean, Haga, White, Spreadbury
Motion Carried
3. Open Forum/Guest Presentation
3A – Visitor Presentation: Chaska Police Chief Ryan Seibert shared with the commission some of his initial thoughts/ideas as it relates to the CPD, and strategic planning ideas to initiate within the upcoming months. Also, discussed the high- level summary report regarding community conversations both in person and virtual.

Chief Seibert shared what he feels is key elements for the CPD

- #1 - Evaluate the policies/procedures of the agency
- #2 - Officer Wellness (support training)
- #3 - Chaplains (ways can help serve)
- #4 - Mental/Physical components (workout on duty)

Chief Seibert shared another component which he feels is very critical, engagement with the community. Expressed it appears very strong within the community but hopes to expand. Shared some events that are taking place. Overtime hopes to add staffing to the PD to allot for more engagement between the PD and community.

Chief Seibert also discussed making sure we have a brand in the PD. Things marked by traditions, gave examples of what makes the PD special.

Chief Seibert discussed the importance of Co-policing and problem solving. He would like the staff more involved with this element.

Chief Seibert shared he developed the following 4 core values for the PD.

(Working to implement these values into the strategic plan)

#1 Respect

#2 Responsiveness

#3 Professionalism

#4 Leadership

Chief Seibert noted the following themes from the high- level summary report regarding community conversations. Community response was very high. Appreciates collaboration and honest feedback.

- The importance of hiring for the department – key theme was retention. How to bring in a diverse and qualified candidate pool?
- Community engagement, both youth and the entire community. Would like to see things expanded, how to reach out to more segments of the community? How to sustain the relationship with the community.
- Safety, more of a police presence, the need for the community to feel safe.
- Officer training. Use of force training/crisis intervention training/mental health training/implicit bias and diversity training.
- Customer Service - feels it relates back to a few of the core values. Expressed the importance and need to enforce this element.
- Advisory Group – COVID has made this difficult but feels it needs growth.
- Need for transparency – body cameras, data sharing, annual reports, social media presence.
- Making sure the PD is remaining progressive.

Commissioner Haga inquired how the PD is holding up health wise? Chief Seibert expressed the department is healthy, however working on plans in case of staff shortage.

Commissioner Haga inquired how the PD is doing with staffing levels related to other cities? Chief Seibert explained it is hard to compare for a few reasons. The PD is hoping to increase staff shift minimum numbers. Presently at 2 officers, would like to get to 3 per shift. Working to have supervisory role on each shift.

Commissioner Welvaert inquired how he would like to engage more with the partnership with HRC? Chief Seibert expressed this is yet to be determined but it is important looking at different perspectives. Trying to answer how do we attract and sustain more community involvement? Maybe this group or other organizations can help answer that question.

Commissioner Carlson thanked Chief Seibert for sending out Chaska Community conversation survey. Helped to start conversation with her neighbors "What does serve and protect mean? Also expressed she is looking forward to collaborating with the PD and wondering when this can get started? Chief Seibert replied he is looking forward to this as well and hopes to start this process sooner than later.

4. Approve Minutes

4A - HRC Minutes from October 22, 2020

Approved with correction to 7A Other Business Paragraph 4

Motion: Carlson

Second: Dunbar

Kabat Roll Call Vote: Haga, Carlson, Welvaert, Bean, Dunbar, White, Spreadbury

Motion Carried

5. Treasurer's Report

5A. Kabat reported it has not changed, no new expenses, balance remains the same at \$1,684.95.

6. Old Business

6A Update: MLK Committee

Commission Welvaert shared with the commission that the subcommittee met to discuss MLK Day on January 18, 2021. Kabat prepared a report. Commission

Welvaert noted she is excited about involving different groups from the community this year. Commissioner Welvaert brought up discussion about the Human Rights Award. Next month the commission will have to pick a winner. Noted no nominations at this time. She is encouraging the committee to spread the word and wanted to remind the committee that they can also submit nominations. Commissioner Welvaert is hoping the committee will come with ideas at the next meeting.

Kabat noted the last couple of years have been fortunate to have outside nominations. In the past it has been more common not to have outside nominations. If we do not receive outside nominations, the commission can still move forward.

Commissioner Carlson shared she reached out to Launch Ministry organization in hopes that someone or several participants could possibly provide a spoken word. However, they responded back respectfully to decline to participate. Some suggestions of other individuals to set an opening remark have included the former Chaska Mayor Bob Roepke, possibly current and/or former Chief of Police, or one of our local judges. If anyone has any suggestions who else to reach out to, please share your ideas.

Commissioner Welvaert expressed the need to keep on top of this at the next sub-committee meeting due to the event happening soon.

6B Discussion: Letter to the Editor

Commissioner Welvaert reminded the committee about the homework from the last meeting to bring ideas as to the content of the letter to the editor about the Human Rights Commission.

Kabat encouraged the committee at tonight's meeting to discuss the themes and main ideas we want to get across in the message.

Commissioner Haga took notes to put together a draft letter from the ideas the commission shared at the meeting.

Commissioner Bean shared the following ideas:

- Possibly consider sharing the HR Mission Statement based on the new framework.
- Providing residents information on the best way to contact the commission to report concerns or provide ideas/suggestions.
- Formulate the 2021 goals of the commission.
- Encourage residents to join the commission. Provide a way to find the application.

- Seeking input from residents on projects that might meet the needs of the community.

Commissioner Spreadbury expressed Commissioner Bean's suggestions were all very good and had the same thoughts.

Commissioner Carlson also felt Commissioner Bean's suggestions were very well defined. She did suggest the revision to the strategic plan and new goals. Could ask for community engagement and encourage participation. Commissioner Carlson likes the history piece, stating the commission has been around and we strongly believe in engaging and having a community that is very diverse.

Commissioner White inquired, is this a lot of content to the letter to the editor? She also expressed Commissioner Bean raised some very good points.

Commissioner Dunbar inquired what type of letter? Is this an editorial/opinion and not a letter but an article?

Commissioner Haga stated it would be up to editor Mark Olson and there is a 500-word limit to consider. Also expressed the commission has previously discussed bridging the divide in the community in a space where people with different perspectives can come together, and work to create a more welcoming community.

Commissioner Dunbar inquired; do we have a dedicated e-mail for the HRC? Kabat replied he is presently the contact person. Discussion was brought up if the commission wanted to have a dedicated HRC email site.

Kabat expressed the difference between a letter to the editor and guest column. The city does not have a lot of control what the Chaska Herald prints. Feels the best way is to have it be submitted under a letter to the editor.

Commissioner Welvaert feels it is important to highlight the commission would like to hear from people. What kind of topics/concerns? What would the community like to see for events or activities?

Commissioner Haga will draw up a draft letter to send to Kabat for distribution to the commission.

7. New Business

7A Discussion: HRC Webpage

Commissioner Welvaert requested discussion as to what the commission would like on the webpage? Kabat implemented a staff report. Questions for discussion including a photo of the commission, how to define resources that are appropriate to reference and what resources should be focused on, and ideas for communication via the webpage.

Kabat shared Kevin Wright added under the Quick Links - Report Discrimination and Bias Hate Crime Plan links. A newer version of a photo is also on the HRC Webpage. Kabat wanted feedback as to adding resources, what makes sense and what does not. Need to be diligent what to add and not add.

Kabat expressed he receives calls frequently regarding who to call or where to go for any type of help needs. Staff has information of resources to share.

Commissioner Haga and Kabat noted concern regarding the work it takes to maintain numerous links.

Commissioner Carlson shared she likes the idea of having a referral list that the State office distributes for who to contact and maybe featuring monthly a focus of the month.

Commissioner Haga liked Commissioner Carlson's ideas but inquired who creates the content? Commission wants to keep these ideas for future. After discussion, Kabat and Commissioner Carlson will research other cities HRC websites.

Kabat will bring back ideas from other HRC websites and investigate a dedicated HRC e-mail address.

7B Discussion: Boards, Workgroups, Volunteer Opportunities

Kabat stated in the HRC strategic plan that was approved, one of the goals was to proactively partner and engage with community members and groups goal is to seek boards, work groups, and volunteer opportunities to participate in as HRC members. Kabat inquired feedback from the commission, does everyone want to have an opportunity to volunteer, join other boards/groups, etc.?

Commissioner Haga would like to seek more opportunities with Chaska Cares and Julie Janke (Chaska Police Department). Does it make sense to reach out to internal boards versus external boards?

Commissioner Carlson expressed Christmas in May would be a good natural fit. It is heavily supported by Chaska Rotary/Chaska Lions. The veterans service officer for Carver County, working with Beyond the Yellow Ribbon. There are numerous organizations to work with.

After discussion, Kabat will reach out to groups particularly the groups the commission shared interest with to invite to visitor presentations for upcoming meetings. Noted any one on the commission can invite organizations to visitor presentations for HRC meetings.

7C Other Business:

Commissioner Welvaert reminded we have five (5) commissioners up for reappointment, along with two (2) alternate open spots. Applications need to be received by December 15th. Also expressed to get the word out to encourage people to apply.

Commissioner Dunbar shared she is not going to reapply for next year's appointment. Commissioner Dunbar will plan on attending the December meeting.

8. Next Meeting Date – December 17th, 2020 @ 6:30. Possible work session style meeting to focus on determining a recipient for the Human Rights Award
9. Adjourn
 - A. Motion: Carlson
 - B. Second: DunbarKabat Roll Call: Welvaert, Dunbar, Carlson, Bean, Haga, White, Spreadbury