



Minutes
CHASKA HUMAN RIGHTS COMMISSION
ZOOM
Thursday, February 25, 2021
6:30 PM

1. Roll Call

Present: Welvaert, Carlson, Haga, Sandison, Hubbard, Castillo, S. White,
L. White, Hughes
Absent: Spreadbury

2. Adopt Agenda

Motion: Carlson
Second: Haga
Kabat Roll Call Vote: Welvaert, Carlson, Haga, Sandison, Hubbard, Castillo,
S. White, L. White, Hughes
Motion Carried

3. Open Forum/Guest Presentation

3A. Director of Parks and Recreation Marshall Grange and Chief of Police Ryan Seibert, both joined the meeting to introduce themselves to the new members of the commission. Kabat updated the new commissioners on previous meeting discussions such as working on the strategic plan (with council members), defining the role of the commission, key goals, and priorities the commission can work on over the next 2 to 3 years. Also shared previous relationship building with the Parks and Recreation Department and the Chaska Police Department. Both departments have a large degree of public interaction and engagement within the community.

Marshall Grange and Chief Seibert shared some of the following topics

New programs – Arts Consortium of Carver County
Empowering Self through Art Workshops
Group involvement – Park RX – 112 percent kindness
Developing pedestrian and bicycle trails master plan
Chaska Cares – continuing to sustain ongoing – Stuff the buss – Community Food Distribution

Community Policing and Outrage – Co-policing
Public Community Q & A – getting to know each other in the community
Fishing with friends, bus stop Tuesdays.

Kabat summarized both Grange and Chief Seibert's discussion by sharing the goal is to utilize the HRC as a sounding board with the Parks and Recreation and Police Department activities. Will be receptive to the commissions feedback that they will be sharing, and want their thoughts moving forward.

Kabat shared we do not have to limit our thought process to just the two departments. The commission can engage with other departments as well moving forward.

3B. Welcome/Intro for New Commissioners

Kabat shared some housekeeping procedures, need to understand this is a public meeting, anyone can come and join. Others can have opportunity to share thoughts, concerns. Understand that we want to be inviting but there are limits.

Understand this is a live meeting, may be watching on Zoom, community cable and/or U-tube.

Acknowledge the meeting is being recorded so formulate thoughts first. Do have open meeting laws, public audit open meeting laws that apply. Kabat explained the Quorum policy, 4 or more subject to meeting law for this Commission. Suggestion is to not socialize with 4 or more of the commission in one location. Notify Kabat if you will be attending an event, the appropriate steps must be taken. If four or more attending an event, Kabat would post a possible quorum. Kabat shared the electronic communication, **do not reply all**, if you want something shared send to Nate or one person. These are state laws and must be followed.

Each commissioner introduced themselves and shared a few words as to why they wanted to join the Human Rights Commission.

4. Approve Minutes

4A - HRC Minutes December 17, 2020

Motion: Carlson

Second: Haga

Kabat Roll Call Vote: Welvaert, Carlson, Haga, Sandison, Hubbard, Castillo, S. White, L. White, Hughes

Motion Carried

5. Treasurer's Report

5A. Kabat updated the commissions \$2,000.00 budget beginning of each calendar year. Last year did not spend the full amount due to cancelled events. Goal should be to spend the full \$2,000.00. Start with \$2,000.00 each year not able to roll over or donate.

6. Old Business

6A. Recap: MLK Breakfast

Commissioner Welvaert shared the event was on the cities U-tube page, it still can be viewed. Virtual was different but felt the commission captured the feeling of the community like they were all together. Parks and Rec was an added plus to the program. Commissioner Haga felt it was great as well, excellent job by Commissioner Carlson. Commissioner Carlson put a lot of work to make it come together as well as the help of Kevin Wright. Commissioner Carlson shared what we learned from this year to apply to next year. Kabat expressed we were able gain new partnerships to explore new ideas, the Arts Consortium, also partnered with breakaway academy, shared their thoughts for the future.

6B. Discussion: 2021 Goals and Priorities

Commissioner Welvaert shared the commission and members of the City Council worked hard last year on a Strategic Plan. Kabat wrote up a staff report outlining some of the goals and sent a copy of the strategic plan in the packet for review.

Commissioner Welvaert suggested to brainstorm as what the commission would like to work on this upcoming year along with key goals. Think about other opportunities to join other committees. Commissioner Sandison inquired about the Green Card Voices exhibit; can we do this as a permanent outdoor exhibit? Discussion regarding this exhibit was talked about, liked the idea. Kabat will research further and report back.

Commission is encouraged to send ideas/thoughts regarding goals/ideas to Kabat before next meeting or just come with thoughts to next months meeting.

6C. Discussion: Letter to the Editor

Commissioner Welvaert shared with the new members previous discussions on writing a letter to the editor to raise awareness of the Commissions work it has done. Kabat and Wright put together a draft letter for the commission to review. Very open to suggestions from the commission. Commissioners shared some ideas to add/change the letter. Ex: define diversity, translate letter in other

languages. Communications department has budgeted for a translation item. Wright will take the lead and work on updating the letter. Kabat will send out the revised letter to the commission. Will discuss at the next meeting.

Discussion was brought up to take a current photo of the commission for the City website. Need to do this sometime in the future. In the meantime, will use the HRC logo and take off Kabat's contact information.

Commissioner Carlson shared the purpose of the Diversity Calendar that was sent to the commission. Commissioner Carlson researched how other organizations utilize diversity calendars in their daily operations. Suggesting pick one or two topics on diversity to feature each month on the website. Commissioner Welvaert feels a great guide to utilize with what time of year the commission wants to plan events. This could possibly be another sub-committee that can be formed.

Commissioner Hubbard suggested to add Asian Pacific American Heritage Month in May to the diversity calendar. Kabat to add to the calendar.

7. New Business:

7A. Form 2021 Committees

Commissioner Welvaert suggested to discuss the sub-committees at next month's meeting. Kabat summarized how we used the present sub-committees in the past. Wants to make it clear that it is not a requirement to join a sub-committee. Current sub-committees are as follows:

- MLK Breakfast
- River City Days
- Black History Month
- Others?

Commissioner Welvaert explained the River City Days Event, the commission is invited to volunteer during this event weekend. Kabat explained other sub-committees can be formed as needed.

Commissioner Haga inquired if we want to broaden other observations to the diversity calendar? Kabat expressed this may be a trial and error and go from there for the time being.

Commissioner Castillo inquired about forming a new sub-committee – A diversity sub-committee for recruiting, hiring, having a representative group of staff.

Commissioner Castillo found this to be a powerful way to insure people's voices are being heard. Sub-committee could possibly help advise city council on how to recruit, use different spectrums of the community. Commissioner Castillo would like to be a part of this possible new sub-committee. Kabat stated the city has had previous discussions on hiring, he feels Commissioner Castillo would be very knowledgeable, helpful and has great skills to share regarding this topic.

Commissioner Welvaert noted the MLK and River City Days events happen annually. The sooner the better to sign up for these two sub-committees the better. The commission should know by the upcoming month which sub-committee they would like to join.

Commission Hughes shared a lot of people attend school board meetings which are public, how does that apply to quorum? Kabat recommends commission to coordinate with each other for a possible quorum. Commissioner Hughes inquired for River City Days can the commission hang thank you banners up for community members? Kabat recommends for the River City Days sub-committee look into Commissioner Hughes question.

Commissioner Welvaert explained a Sub-committee can consist of 3 or less members. This can include Kabat or other community members that are joining
NOTE: *ONLY 3 commissioners per sub-committee.*

Commissioner Sandison shared the month of July is coming up quickly, nice to think about if we can honor George Floyd? Kabat expressed a good idea. Commission needs further discussion on this topic.

Kabat recommends forming a calendar sub-committee

NOTE: *Please let Kabat know where your interest is for joining a sub-committee before the next meeting.*

7B. 2021 Chair, Vice-Chair, Secretary, and Treasurer

Treasurer/Secretary - Kabat recommends keeping with staff, Kabat accepted the role and happy to serve.

Commissioner Welvaert explained anyone can make a recommendation/nomination for the open 2021 HRC positions. Commissioner

Welvaert shared her reasoning to step down from the Chairperson position but would like to continue to serve on the commission.

Commissioner Welvaert presented her reasoning to nominate Commissioner Sarah Carlson for Chairperson for the Human Rights Commission for Chaska

Motion: Welvaert

Second: Haga

Kabat Roll Call Vote: Welvaert, Carlson, Castillo, Haga, Hubbard, Sandison, S. White, L. White, Hughes

Motion Carried.

Commissioner Welvaert nominated commissioner Haga for Vice-Chair

Commissioner Haga accepted

Motion: Welvaert

Second: Castillo

Kabat Roll Call Vote: Welvaert, Carlson, Castillo, Haga, Hubbard, Sandison, S. White, L. White, Hughes

Motion Carried

Kabat explained council does need to approve the motions, it will go to the March 15th council meeting. Officially start the March 25th meeting.

Kabat explained Commissioners fill the position for 3 calendar years except for the youth position is for one year but can reapply.

Commissioner Carlson and Welvaert shared the passing away of Barbara Colhapp who was a founding member of the Human Rights Commission. She was a great contributor to the commission and will be missed.

8. Other Business

Commissioner Welvaert shared Judith Meisel passed away in November, grateful she was able speak to our community.

Kabat will send out the workshop links Marshall Grange shared. Notify Nate if you are interested, could be a possible quorum.

9. Next Meeting Date – March 25, 2021

10. Adjourn

Motion: Haga

Second: Carlson

Kabat Roll Call Vote: Welvaert, Carlson, Castillo, Haga, Hubbard, Sandison, S. White, L. White, Hughes