



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

1. Roll Call
Present: Welvaert, Carlson, Hubbard, Castillo, S. White, Spreadbury
Absent: Haga, L. White, Sandison, Hughes
2. Adopt Agenda
Motion: Welvaert
Second: Spreadbury
Kabat Roll Call Vote: Welvaert, Carlson, Hubbard, Castillo, S. White, Spreadbury
Motion Carried
3. Open Forum/Guest Presentation
No guests
4. Approve Minutes
4A - HRC Minutes February 25, 2021 (Kabat to make spelling corrections)
Motion: Castillo
Second: Spreadbury
Kabat Roll Call Vote: Welvaert, Carlson, Hubbard, Castillo, S. White, Spreadbury
Motion Carried
5. Treasurer's Report
5A. Treasurer's Report 2021
Kabat reported 3 sets of business cards were purchased, \$25.00 a box X 3 is \$75.00 bringing the balance to \$1,925.00.
Motion: Spreadbury
Second: Hubbard
Kabat Roll Call Vote: Welvaert, Carlson, Hubbard, Castillo, S. White, Spreadbury
Motion Carried

6. Old Business

6A. Form 2021 Committees

Commissioner Carlson shared she hoped everyone had the opportunity to think about and determine where they may have an interest in joining a sub-committee. Expressed the sub-committees do carry out the work of the commission.

Sub-committees for 2021 to consider include:

- MLK Breakfast – last year remotely but work still had to be done. Meetings initially once a month, closer to the event more frequently. Additional support from Chaska Park and Recreation staff was provided last year.
- River City Days - last weekend in July, currently not a confirmed date. Sub-committee creates a theme with material available at the booth. The committee should start work now. The entire commission is welcome to attend/volunteer for this event.
- Calendar Committee – featuring various aspects of diversity each month. Meet initially and work with city staff to make presence known on the web page.
- Webpage – possibly consider this year, could work with city staff to develop content for a webpage. Commissioner Spreadbury inquired if the HRC can have its own webpage, or does it need to be shared by the city?
- Program Committee – help guide commission in asking for speakers to come to provide an opportunity to learn together. We can call a different name if need be. This would include having a guest speaker each month.

Commissioner Castillo shared the possibility at the last meeting to form a sub-committee for recruiting and retaining city employees from other underrepresented populations. Human Rights can guide the city council on how to target people who may not see city posting.

Commissioner Carlson thought an excellent idea. Shared Chief Seibert is exploring ways to recruit which he shared in the Chaska Herald. Commissioner Carlson shared the need to explore a possible committee with city staff to see how staff including HR would perceive the commission.

Kabat expressed it is a good idea but keep in mind the primary focus of the HRC has been about community engagement. Creating this committee would be a new step. Kabat shared Matt Podhradsky as the city administrator at the advice of the council would need to be involved if possibly creating this new sub-committee. Kabat is open to the idea but will talk with Matt Podhradsky and report back. Kabat expressed for commission to look over the strategic plan for the HRC, more discussion needs to take place.

Commissioner Castillo understands possible concerns and will revisit the strategic plan.

Commissioner Carlson expressed the sub-committee "Program Committee" could possibly invite the HR department for informational purposes.

Commissioner Spreadbury expressed concern about if the HRC has the right qualifications to assist the HR department? Also, possible employment litigation to deal with. Would still like to explore Commissioner Castillo's suggestion for this new sub-committee.

Commissioner Carlson stated the next step would be for Kabat to talk to City Administrator Matt Podhradsky and report back to the commission.

Commissioner Carlson asked the commission what sub-committees they would like to participate in? Each sub-committee can have up to 3 commissioners working together to work on details.

- Commissioner Welvaert would like to join the MLK Breakfast.
- Commissioner Spreadbury shared he would like to join the River City Day's, Calendar, and Website.
- Kabat shared Lisa White would like to join the River City Days.
- Commissioner Hubbard will join River City Days, Calendar, and Program.
- Commissioner S. White accepted to join the MLK Breakfast

Commissioner Carlson will reach out to absent commissioners regarding their interest to participate in a sub-committee.

6B. Discussion: Letter to the Editor

Commissioner Carlson shared the background of the draft letter. The draft letter is a great introduction of the HRC and Nate Kabat will send to the Chaska Herald for publication. Additionally, a discussion followed with regards to creating a statement against Anti-Asian Hate to the City officials and the Chaska City Council. The Commission agreed to reach out to the City Administrator and Council members with a prepared statement on timely issues in keeping with the Human Rights Commission strategic plan. An Anti-Asian Hate position is time sensitive, and Commissioners Spreadbury and Castillo will draft a document/statement and send to Kabat and Kevin Wright. Kabat will share with City Administrator Matt Podhradsky and discuss if the HRC could be on the visitor presentation at the April 5th City Council meeting.

The decision was made to move forward with sending and presenting a statement against Anti-Asian Hate.

Motion: Spreadbury

Second: Castillo

Motion Carried

Kabat Roll Call Vote: Welvaert, Carlson, Castillo, Spreadbury, Hubbard, S. White.

7. New Business:

7A. Outreach

Kabat shared this item was not intended to be on the agenda for this meeting.

Commissioner Welvaert inquired to Kabat about the visibility of an outdoor exhibit for the green card voices? Kabat shared what he discussed with Erin Link at the Chaska Community Center. He has not heard back but will reach out again. Kabat is also having a discussion with Erin Link regarding a possible story walk. Kabat to report back at the next meeting.

8. Other Business – No other business

9. Adjourn

Motion: Spreadbury

Second: Welvaert