



AGENDA
CHASKA HUMAN RIGHTS COMMISSION
ZOOM
Thursday, April 22, 2021
6:30 PM

- 1 Roll Call
- 2 Adopt Agenda
- 3 Open Forum/Guest Presentation
 - 3A Visitor Presentation - Marshall Grange - Parks Programming Update
- 4 Approve Minutes
 - 4A Draft Minutes - March 25, 2020
- 5 Treasurer's Report
 - 5A Treasurer's Report - 2021
- 6 New Business
 - 6A Chaska Pedestrian and Bicycle Master Plan Update
- 7 Old Business
 - 7A Committee Updates
- 8 Next Meeting Date
- 9 Adjourn



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.

A discussion was shared, and the commission agreed to reach out to City Administrator Matt Podhradsky as to what the HRC commission wants to share with our community in real-time. Kabat shared several different ways to communicate with upper city staff and City Council.

After further discussion, Commissioners Spreadbury and Castillo will draft a document/statement and send it to Kabat and Kevin Wright. Kabat will share with 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 the letter to the editor as drafted. Kabat to send to the Chaska Herald.

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

**STAFF REPORT
CHASKA HUMAN RIGHTS COMMISSION
April 22, 2021**

Subject: **Treasurer's Report - 2021**

Prepared By: Nate Kabat

Balance and Expenditures:

2021 Beginning Balance:	\$2,000
January	-
February	-
March	
Business Cards (3 sets)	\$75.00
April	-
Balance:	\$1,925

STAFF REPORT

CHASKA HUMAN RIGHTS COMMISSION

April 22, 2021

Subject: Chaska Pedestrian and Bicycle Master Plan Update

Prepared By: Nate Kabat

Background

The City of Chaska is pursuing an effort to establish a Pedestrian and Bicycle Master Plan to:

- Improve safety and comfort for all users of the City's transportation network
- Increase the number of people walking and biking in the City
- Improve community health, quality of life and enjoyment for all Chaska residents, employees and visitors
- Support ongoing efforts to become an even more walking- and biking-friendly community

The City of Chaska Pedestrian and Bicycle Master Plan will provide guidance for the next ten years of City investments into infrastructure to support pedestrians any bicyclists.

Because mobility is a topic that impacts everyone's ability to access basic needs like employment, healthcare, and basic goods and services, Sarah Carlson is representing the Human Rights Commission on the Project Steering Committee. The first meeting was held April 13, 2021. Commissioner Carlson will provide an update.

A website has been created for this project to learn more details. Visit this link:

<https://www.walkbikechaska.org/>

STAFF REPORT
CHASKA HUMAN RIGHTS COMMISSION
April 22, 2021

Subject: **Committee Updates**

Prepared By: Nate Kabat

Committees:

MLK Celebration

Commissioners: Carlson, Welvaert, S. White

River City Days

Commissioners: Hubbard, Spreadbury, L. White

Calendar

Commissioners: Hubbard, Sandison, Spreadbury

Program

Commissioners: Carlson, Hubbard

Webpage

Commissioners: Carlson, Sandison

Empathetic Response

Commissioners: Castillo, Spreadbury

Copy of: Email to Sarah Carlson and Nate Kabat from Eder Castillo, dated April 18, 2021

Dear Commissioner Sarah Carlson and Asst. City Administrator Nate Kabat,

The City of Chaska is privileged to have a police department that has developed trust with the community. This is due to the work of officers like Julie Janke and programs like the Citizen Academy. I particularly admire the Chaska Police Department's rapid community engagement efforts after the killing of George Floyd. One effort was the June 16, 2020 Report outlining ways to improve our police department's policies, procedures, and trainings. The report can be found at [this link](#).

On April 15, Chief of Police Seibert put out a statement expressing a willingness to engage in community conversations. The statement can be found at [this link](#). If the Commission is in agreement, I would like for the Commission to invite Chief of Police Seibert to present on the police department's current policies, procedures, and trainings.

The killings of Daunte Wright and George Floyd have shaken our community. As a result, the use of force in policing has become the most important human rights issue in our state. Therefore, the Human Rights Commission is an appropriate venue for citizens to learn more about this urgent topic. If the Commission is in agreement, I would like to ask:

1. How are the Chaska Police Department's policies established?
2. Have any of the Chaska Police Department's policies, procedures, or trainings changed since the publishing of the June 16, 2020 Report?
3. Does the Chaska Police Department intend to change any policies, procedures, or trainings?
4. What efforts has the Chaska Police Department made to recruit, hire, and retain Black police officers?
5. Are Chaska police officers required to go through implicit bias training? If so, what does that training look like?
6. What is the Chaska Police Department's policy when it comes to stopping a driver for expired tabs or minor vehicle equipment violations?
7. What is the Chaska Police Department's policy regarding the use of lethal force to effectuate an arrest warrant?
8. Does the Chaska Police Department request no-knock search warrants?
9. Can you describe an officer's duty to intervene if they witness a superior officer violating a Chaska Police Department policy?
10. Can you share the Chaska Police Department's Use of Force Continuum with the Commission?
11. How does a citizen access the Chaska Police Department's written policies?
12. How can the Human Rights Commission help the Chaska Police Department continue building trust with communities of color?

I would appreciate your feedback and the feedback of my fellow commissioners.

Thank you,

Eder Castillo

Human Rights Commissioner