

Zoom Option

In order to practice social distancing related to the COVID-19 pandemic, the Chaska Human Rights Commission meeting on Thursday, March 25th, 2021 will be held **virtually on a platform called Zoom**. To learn more about participating or watching the meetings, visit www.chaskamn.com. Any questions about how to participate should be directed to the Chaska Communication Department at communications@chaskamn.com or (952)448-9200.



AGENDA CHASKA HUMAN RIGHTS COMMISSION ZOOM Thursday, June 24, 2021 6:30 PM

- 1 Roll Call
- 2 Adopt Agenda
- 3 Open Forum/Guest Presentation
 - 3A Nate Kabat - City Square West Update
- 4 Approve Minutes
 - 4A Approve May 27th Meeting Minutes
- 5 Treasurer's Report
 - 5A Treasurer's Report - 2021
- 6 Committee Updates
 - 6A Calendar Committee
 - 6Ai June - Pride Celebration
 - 6B Program Committee
 - 6Bi Green Card Voices

- 6C Webpage Committee
- 6D MLK Celebration Committee
- 6E River City Days Committee
 - 6Ei River City Days Update
- 6F Empathetic Response Committee
- 7 Old Business
 - 7A Bicycle Plan Update
- 8 New Business
 - 8A Noche Latina
- 9 Next Meeting Date - July 22 at Chaska City Hall Council Chambers
- 10 Adjourn



Minutes
CHASKA HUMAN RIGHTS COMMISSION
ZOOM
Thursday, May 27, 2021
6:30 PM

1. Roll Call

Present: Carlson, Haga, Welvaert, Castillo, Sandison, Spreadbury, L. White

Absent: S. White, Hughes, Hubbard

2. Adopt Agenda – Commissioner Carlson wanted to amend the agenda to add item 8B. Items of Interest

Motion: Spreadbury

Second: Haga

Kabat Roll Call Vote: Carlson, Haga, Welvaert, Castillo, Sandison, Spreadbury, L.White.

Motion Carried

3. Open Forum/Guest Presentation

3A Visitor Presentation – Chief Ryan Seibert – Police Department Update

The Commission invited Chief of Police Ryan Seibert to present on the police department's current policies, procedures, and pieces of training. The commission agreed to ask the following questions which were submitted by Commission Castillo.

1. How are the Chaska Police Department's policies established?

Chief Seibert responded there are a few pathways but one primary they focus on is state mandates. There are specific state mandate policies that all law enforces have to adopt. CPD follows all mandate statutes. Next is industry best practices which is the bulk of policies an agency will have. Within the past year in a half the city entered a contract with an organization called Lexipol to help with a policy manual, keeping up with policies, and keeping in tune with changes and changes with best practices. Other policies are discretionary. Chief Seibert feels the biggest key to look at is the agency has to commit to continual review and adaptation of all types of policies.

2. Have any of the Chaska Police Department's policies, procedures, or pieces of training changed since the publishing of the June 16, 2020 Report?

Chief Seibert shared the post mandate policies have changed and they have followed suit. The biggest one is the deadly use of force statute which has significant changes. The use of force policy including a ban in neck constraint, chokehold ban and, the notion of duty to intercede are the two biggest changes. The training side put additional emphasis on crisis intervention training. Also focusing on the gold standard which is 40 hours of training required for officers to complete. Chief Seibert also shared a new Methodology training both in-person and with simulators. Also brought back a vital application which is a software application that goes on smartphones if individuals want the police to know about special needs, disabilities. Because one of the biggest things law enforcement has seen in the state, I did implement what I could describe as a correspondent for mental health calls or crisis calls and that is a service that the individuals on duty also utilize. CPD did add an additional Patrol Sergeant to the police department ranks. Trying to insert the wards 24/7 supervisory coverage on a mentor Police Department.

3. Does the Chaska Police Department intend to change any policies, procedures, or training?

- Continual review and adaptation.
- Lexipol will help ensure statute changes.
- Transitioning to different record management.
- Generate a new citizen complaint form on the website.
- The idea of some kind of form to allow anonymously of an incident, police complaint. An additional thought is going into this form.
- Training opportunities committed to on-going-training.
- Remain committed to looking into new technology. The authorized new device greatly reduces exposure effects.

4. What efforts has the Chaska Police Department made to recruit, hire, and retain Black police officers?

Chief Seibert expressed retaining is a moot point at this time, do not have any African American Officers. Recruitment and hiring are a priority, recruitment right now is a challenge everywhere in Minnesota. The Chief is in the early stages of putting together a recruitment committee. Working on how do we attract those candidates to our city? Also working with different law enforcement programs across the metro. Considering looking at our community service officer structure currently and seeing if we create some kind of a CSO internship position.

5. Are Chaska police officers required to go through implicit bias training? If so, what does that training look like?

Chief Seibert stated yes, police officers are required to go through implicit bias training every 3 years. Due to COVID, it has been either virtual, online, or web-based. Some of the training includes students demonstrating an understanding of race relations and the impact that it has on policing in the United States. Also, taking a look at policing practices. Training also includes teaching how to look at one's self. Another piece is being able to distinguish the difference between what's implicit bias and what's an explicit bias.

6. What is the Chaska Police Department's policy when it comes to stopping a driver for expired tabs or minor vehicle equipment violations?

Chief Seibert explained currently in the state of Minnesota whether it's expired registration, it's a burned-out headlight, or some type of equipment violation by Statute Law Officers can enforce those particular laws that conduct traffic stops things of that nature. In Chaska, there isn't a policy that prohibits any types of traffic stops unless it's based on biased policing.

7. What is the Chaska Police Department's policy regarding the use of lethal force to effectuate an arrest warrant?

Chief Seibert pulled up the new deadly use of force statute. Under the statute, it outlines the use of deadly force by a police officer in the line of duty is justified only if an objection of reasonable officer would believe based on the totality of the circumstances known to the officer at the time and without the benefit of hindsight that such force is necessary. There's nothing that would immediately authorize the use of deadly force to effectuate an arrest warrant, it doesn't exist, it would be a determination of what threat is present at the time, does it have to be addressed without them unreasonable delay, and also what can an officer articulate at the time is normal weapons and potential threat, so there's a lot of complexity to this but I think the best way I can summarize it is there has to be some kind of a direct threat they can be articulated at the time.

Commissioner Castillo inquired how does fleeing play into lethal force? Chief Seibert explained fleeing in itself does not create justification to force. Gave examples of certain situations, in most pursuits, the danger to the public comes first.

8. Does the Chaska Police Department request no-knock search warrants?

Chief Seibert shared that a particular approach to a nighttime warrant or a no-knock warrant is key, and also thorough investigation is absolutely critical making sure that we know who's inside this house, who resides there currently, any kids

or dogs. There's a lot of variables that have to be considered. Have to look very carefully at how that warrant will be served and who might be inside that house.

9. Can you describe an officer's duty to intervene if they witness a superior officer violating a Chaska Police Department policy?

Chief Seibert explained it is now in our policy manual and it was covered thoroughly in the use of force training. The way it articulates is that regardless of rank or tenure in the department every member has the duty to intercede when they can practically or safely do so. The importance is to relieve the stress of your partner, cooling down period follow the policy and state statute

10. Can you share the Chaska Police Department Use of Force Continuum with the Commission?

Chief Seibert shared his screen with a diagram named Chaska Police - Subject Resistance Continuum – Force is used when and only to the extent necessary.

11. How does a citizen access the Chaska Police Department's written policies?

Chief Seibert shared they are in transition, currently would have to request a copy, hoping in a few months it will be on the website in its entirety.

12. How can the Human Rights Commission help the Chaska Police Department continue building trust with communities of color?

Chief Seibert is open to ideas, he feels a benefit would be serving as an apparent advisory role, feedback is going to be critical as we move forward and continue our efforts of community engagement. Also to consider if any or all want to partner with different community events? – ex. Community picnic, nite to reunite, Citizen Academy, or any other forms of Community events. Help with how to network the events and make people comfortable.

Kabat encourages the commission to participate in CPD Citizens Academy and Carver County Sheriff's office has a similar experience.

Commissioner Sandison expressed the word citizen can be an uncomfortable word for some people. Chief Seibert tries to steer clear of the word citizen, tries to use the word resident or other language. Chief Seibert will look into the group Citizen Academy.

Commissioner Castillo and other members of the commission were thankful for Chief Seibert to respond to the 12 questions. Commissioner Carlson expressed

how thankful we have a Police Chief who is so receptive to meeting and talking about the changes within the department.

4. Approve Minutes

4A - HRC Minutes – Draft Minutes – April 22, 2021

Motion: Castillo

Second: Welvaert

Kabat Roll Call Vote: Carlson, Haga, Welvaert, Castillo

Motion Carried

5. Treasurer's Report

5A. Treasurer's Report 2021

Kabat reported a balance of \$1,883 with expenditures in May of \$42.00 for (3) t-shirts for the newer commissioners.

6. Committee Updates

6A. Calendar Committee

Commissioner Sandison reported the committee focused on a couple of ways to celebrate and acknowledge different affinity months or days for the upcoming year focusing on a couple of big ones. 1st focus is pride month to possibly participate in the Minneapolis pride parade however the parade has been canceled. A festival is planned in July but does not happen in pride month.

6Ai June Pride Celebration

Kabat shared committee talked about participating in Mpls pride festival as a kick-off and resume back in Chaska to gather in the City Square Park. Idea is to keep it simple, approachable, with everyone feeling comfortable being together. The committee has been involved with Tessa Syverson (CCC) on how to pull something together and what would make sense. Thanks to commissioner Haga the committee was able to connect with Mrs. Bernhardt of the Chaska High School Gay Student Alliance. Kabat and Tessa Syverson joined one of their meetings, which was very informative. The discussion was focusing on June 27th, 2021 from 4 to 6 with ideas for a Pride event to include the entire community. Kabat shared possible activities for the event. Commissioner Welvaret expressed she is thrilled to see giving the recognition and creating a fun event.

Commissioner Carlson inquired how to promote the event? Kabat expressed would use all media channels including the Chaska Herald and Villager. Involve GSA encouraging them to share with their friends. Kabat

to follow up Mrs. Bernhardt. After further discussion, Commissioner Carlson requested a motion to approve up to \$500.00 for expenses related to sponsoring the Pride Event at Chaska City Square Park on June 27th, 2021

Motion: Sandison

Second: Welvaert

Roll Call: Castillo, Carlson, Welvaert, Haga, Sandison

6B. Program Committee

Commissioner Carlson shared Kabat prepared visitor presentations for the next several months.

6Bi Visitor Presentations

Commissioner Carlson asked the commission for any other potential visitors - no response. Kabat's Staff report has a list of visitors thru September. Kabat clarified the invitations have not yet been extended. Kabat will pursue but dates may change due to availability. Kabat asked the commission if the September meeting should be a work session focusing on Housing opportunities in Chaska? The commission agreed to have the September meeting a work session. Kabat noted commissioner Hubbard wanted to discuss the overlap with meetings at the next meeting, Commissioner Sandison agreed.

6C. Webpage Committee

Wright shared he was involved in the initial meeting. Wright and Kabat have been working on the website which included removing Kabat's photo on the webpage, adding a new event item (Pride) to the events, and a calendar piece. The City has partnered with a group on a diversity calendar. Wright gave a quick overview of the diversity calendar which is located under the quick links. Kabat shared this is a tool that is embedded in all city employee's outlook calendars. Kabat expressed this would be a good resource for the Calendar Committee and Commission to utilize.

6D. MLK Celebration

Commissioner Carlson shared they have had one meeting. Something different this year, the possibility of having a brief video presentation welcoming everyone to the event. Video by individual folks representing persons from Asian Descent, Hmong, Latino, and Mdewakanton Sioux communities giving a brief video welcome. Commissioner Carlson is working on confirmation of names, still pursuing speakers and the next meeting is Wednesday, June 9th, 2021.

NOTE: Kabat shared Robin Gordon (Equity Director at the School District has been invited to join the planning committee which she agreed to and will attend the next meeting.

6E. River City Days Committee

Kabat shared there was a request to update the HRC brochure. The brochure is being worked on and he will share it with the committee when the draft has been completed.

6F. Empathetic Response Committee

Commissioner Castillo shared he has nothing to respond to at this time but asked the Commission if they think something needs to be said? Commissioner Carlson asked if a message of the event on June 27th be an appropriate item? After further discussion, the communications team will put together a letter to the editor to promote the event.

7. Old Business:

7A. Chaska Pedestrian and Bicycle Master Plan Update

Commissioner Carlson shared the city is working with a consultant who prepared a simple short walk/bike survey which the public can access two ways, Online Survey, and a Wiki map. She encourages the Commission to participate in the survey and share it with friends. The goal is to achieve 1,000 responses at this time approximately 600 surveys were submitted.

8. New Business

8A. COVID Transition Plan for Public Meetings

Commissioner Carlson noted the plan is to meet in the Council Chambers at the July 22, 2021 meeting. Kabat clarified state statute requires commission members to participate in person at all meetings. The zoom option is for the public to participate.

8B. Items of Interest

Commissioner Carlson announced there will be another food distribution on June 17th sponsored jointly with the Cap Agency located at the old Gedney parking lot. Starting in July produce will be delivered on the 3rd Thursday of each month. If anyone on the Commission is interested in volunteering contact, Kabat. Also on July 21st at 5:30 the Cap Agency and Chief Seibert will host a picnic with a cop. Commissioner Carlson also announced Head Start is starting registration for their programs thru the Head Start Family Services at the Cap Agency, contact person is Madi Sams.

9. Next Meeting Date – June 24th, 2021, via Zoom

10. Adjourn

Motion: Haga

Second: Welvaret, Carlson, Castillo, Sandison, Spreadbury L. White

STAFF REPORT
CHASKA HUMAN RIGHTS COMMISSION
June 24, 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	-
May	
T-shirts (3)	\$42.00
June	-
Balance:	\$1,883

Note: The HRC voted in May to allocate up to \$500 to the Chaska Pride Picnic scheduled for June 27. Invoices aren't expected to be paid until after this event occurs.

STAFF REPORT

CHASKA HUMAN RIGHTS COMMISSION

June 24, 2021

Subject: June - Pride Celebration

Prepared By: Nate Kabat

Background

At the May 27 meeting, the Human Rights Commission agreed with the Calendar Committee's recommendation to hold a Pride Picnic on June 27, 2021 at City Square Park.

Update

The event is in final stages of planning. A flier has been distributed via Facebook and the City's other social media channels. As of June 18, 155 people have expressed interest in the event and 32 have indicated they are going on the Facebook event announcement. In addition, the information has been shared with the school district to request their assistance in promotion. A Chaska Herald article previewed the event in the June 17 edition. The flier is attached to this memo.

For the event, the following plans are in place:

- Ice Cream: Superman, Vanilla, Chocolate. Rainbow sprinkles.
- Community Art Project: Attendees can decorate white fabric pendant with fabric markers and paint. The project will be displayed following the event.
- Decorations: Rainbow theme at the park to include flags, windsocks, and other. All items are reusable for future years.
- Yard Games from the Block Party Wagon
- Tie-Die station
- Food Trucks: Kona Ice and Yummy Tummy (burgers, french fries, cheese curds, etc.)
- Live DJ

The volunteer registration is at this link:

<https://www.signupgenius.com/go/70a0845ada82da0f94-pride>. All slots have been filled, however if more HRC members are interested in helping please let me know and we will put you to work!

CHASKA PRIDE PICNIC

LGBTQIA+

SUNDAY, JUNE 27TH

4:00 - 6:00 PM

CITY SQUARE PARK

ICE CREAM SOCIAL

FOOD TRUCK

LIVE DJ

YARD GAMES

COMMUNITY ART PROJECT

TIE DYE STATION

(BRING YOUR OWN ITEM TO DYE)



STAFF REPORT

CHASKA HUMAN RIGHTS COMMISSION

June 24, 2021

Subject: Green Card Voices

Prepared By: Nate Kabat

Background

Green Card Voices provide the following description of their work on their website (www.greencardvoices.org):

Green Card Voices is a Minneapolis based, nationally growing nonprofit that connects immigrants and their communities through multimedia storytelling.

Green Card Voices was born from the idea that the broad narrative of current immigrants should be communicated in a way true to each immigrant's story. Green Card Voices seeks to be a new lens for those in the immigration dialogue. Our programming is designed to empower educational institutions, community groups, and individuals alike to acquire first person perspectives about immigrants' lives, to foster empathy and build appreciation for the immigrant experience in America.

The Human Rights Commission originally connected with Green Card Voices in 2019 with the intent to host their traveling exhibit in 2020. However, the pandemic unfortunately prevented the exhibit from being able to be hosted.

Update

Over the last few months, City staff have reconnected with Green Card Voices staff at the direction of the Program Committee to explore hosting their traveling exhibit in 2021. The concept is to host the exhibit in the gallery space of the Chaska Community Center in the month of August. This timing would dovetail with an exhibit the Arts Consortium of Carver County is planning that month to feature art done by and celebrating diverse populations.

The following will provide information to help understand the exhibit and options that exist that the HRC will need to consider to provide guidance to staff on how to best proceed.

- There are 7 different exhibits that feature immigrants who live in specific locations or work in specific fields: STEM, Atlanta, Fargo, Madison, Milwaukee, Minneapolis, and St. Paul.
- Cost to host an exhibit: \$1000/month
- Exhibits include about 20 banners.
- Hosts are responsible for set-up and take-down of the exhibit. The banners are on standard banner stands that are simple to set up.

- Minimum display time: 1 month. Many hosts display for 3 to 6 months.
- All exhibits are available in August.
- Additional Programming Options:
 - Storyteller Panels involve 3 or more storytellers from the exhibit they are featuring for an opening ceremony. The speaking fee ranges from \$300 to \$500 per storyteller.
 - Story Stitch Circles involve guests by playing a card game to foster deeper conversation, and generate a breakthrough on how immigrants are perceived, treated, and accepted. Hosts can take an e-Course (\$99) and facilitate the circles themselves, or hosts can hire Green Card Voices to facilitate, which costs \$1500 for 2 in-person circles or \$400 per circle for virtual facilitation.

Staff seeks the feedback of the Human Rights Commission on how to best proceed with the possible programming option.

STAFF REPORT
CHASKA HUMAN RIGHTS COMMISSION
June 24, 2021

Subject: **River City Days Update**

Prepared By: Nate Kabat

River City Days will be held July 23, 24, and 25 this year. Booths for community organizations and vendors will be in City Square Park the evening of July 23 and all-day July 24. A registration form has been sent to Human Rights Commissioners to sign up for a time(s) to be at the River City Days booth.

The form can be accessed at this link:  [Human Rights Commission - River City Days Booth Sign Up.xlsx](#).

At the request of the River City Days Committee, staff has developed an updated draft brochure to explain the Human Rights Commission to interested community members. The brochure will be available at the River City Days booth and can be used for other events as well. The brochure is attached to this memo. Staff seeks input from the Human Rights Commission.

KNOW YOUR CHASKA HUMAN RIGHTS COMMISSION



The goal of the Chaska Human Rights Commission is to use education and prevention to secure equal opportunities for employment, housing, public information, public services, education, fair treatment, and full participation in affairs of the community for all citizens.

The Commission partners with government, business, educators, religious, service, and other organizations to promote a community of harmony and respect for the rights and dignity of all.

City of Chaska
One City Hall Plaza
Chaska, MN 55318

Phone: (952) 448-9200

Email: HRC@chaskamn.com

Website: www.chaskamn.com/HRC

The Human Rights Commission and City Council share the following vision:

Chaska is a welcoming, respectful, engaging, and inclusive community.

The Human Rights Commission serves the community by advancing these key goals:

- Proactively partner and engage with community members and groups.
- Advise Staff and Council.
- Community Engagement and Education.
- Continue ongoing efforts and events.
- Celebrate Diversity.

We're Seeking Nominations for the Annual Human Rights Award!

- Recognizes individuals or organizations who make special effort to make sure all Chaska citizens have equal opportunities.
- The award is presented every year at the MLK Jr. Human Rights Breakfast.
- To nominate someone, head to our website for more information.

Join us at one of our meetings!

Have an idea, initiative, or concern? Share your thoughts at a Human Rights Commission meeting. You can email the Human Rights Commission, or you can just come to one of our meetings.

Our regularly scheduled meeting time is the 4th Thursday of the month at 6:30 p.m. in the Council Chambers at Chaska City Hall.



NOCHE LATINA

**Come down to Firemen's Park for an evening of
Latin music, food, beverage and fun!**

**Free Zumba class from 5:45-6:45pm followed by
Live music by Salsa del Soul!**

**Food and drink available for purchase.
Everyone is welcome!**

Friday, July 16

Chaska Firemen's Park Stage

5:45-6:45pm: Zumba Class

7:00-8:30pm: Music by Salsa del Soul



NOCHE LATINA

Friday, July 16th
Chaska Firemen's Park

A night of music, food, and fun!
Everyone is welcome!