



Minutes
CHASKA HUMAN RIGHTS COMMISSION
ZOOM
Thursday, August 26, 2021
6:30 PM

1. Roll Call

Present: Chair Carlson, Welvaert, Sandison, Hubbard, S. White, Castillo, Spreadbury

Absent: Haga, Hughes, L. White

2. Adopt Agenda

Motion: Welvaert

Second: Spreadbury

Motion: Carried

3. Open Forum/Guest Presentation

3A. Guest Presentation: Robin Francis – Director of Equity and Inclusion, Eastern Carver County Schools

Robin Francis shared the background of her previous careers and education. She feels Eastern Carver County Schools is where she is meant to be with her career. The following are three buckets (what she get's asked) she shared with the Commission.

- Who we are as an Equity Department?
- Where we are now?
- Where we are going?

Who are we as an Equity Department? We are 2 years old that consist of Intercultural Specialists and other Specialists/Partners. The Intercultural Specialists connect multicultural and under-served families and students with community and school programs, resources, and events to ensure academic success.

Where are we now?

- Achievement and Integration Plan revisions
- American Indian Parent Advisory Council vote of concurrence (agenda item 7.0)
- Strategic planning
- Student virtual healing circles
- Staff virtual healing circles
- Equity Advisory Committee
- Diversity in books program
- Fully staffed department, including Arika Mareck, Achievement & Integration Lead Specialist (started 4/12) and Indian Education Intercultural Specialist Jade Jackson (Position mandated by MDE & funded through Indian Education dollars)

Where we're going?

- Active Equity, Climate, and Culture Teams at each building
- Capacity building for staff
- Equity resource repository for staff
- Opportunities to elevate student voice
- District Equity Team
- Development of Equity department infrastructure
- Achievement and Integration Plan revisions

Questions?

Commissioner Spreadbury inquired the definition of equity has been inherited, is there a particular change she would like? Guest Speaker Robin Francis replied as the department evolves and continues to evolve and change happens, the definition will be looked at. At this time no one thing, in particular, to change the definition.

Commissioner Castillo inquired about if the budget is tied to specific benchmarks and if so what are those benchmarks? Guest speaker Robin Francis shared some of the benchmarks with the commission which included a summary of a plan – students with additional support – the ratio of class size – 3-year plan – where do we want the students to be going forward?

Commissioner Castillo asked about academic growth, is it based on standardized testing or some other form of academic growth? Guest Speaker Robin Francis replied it's based on a few factors. Growth, assessments, standardized testing opportunity, classwork, looking at the bigger picture for particular students.

Commissioner Castillo inquired at the end of three years, what happens if she succeeds? Guest Speaker Robin Francis responded that part of her role is to be a coach, how to keep the greatness in the district, possibly spread out in the district. As growth occurs can evaluate ongoing engagement.

Commissioner Sandison inquired how do you identify or hire Intercultural Specialists? Is it to work with particular people groups, identities, or do all 6 work in tandem? Guest Speaker Robin Francis responded they are assigned to different school sites, they look at the demographics. They do small groups, go to classrooms, communicate with the students and teachers with any questions, professional development to name a few tasks.

Commissioner Sandison asked how much is her role and her supporting team as supporting people in need of help vs challenging problematic areas, schools, individuals that are making it difficult. Guest Speaker Robin Francis shared it's about learning, training, & professional development. Here is where we are now and will continue to grow with training and feedback. Offer different opportunities who want to move forward at a quicker pace.

Commissioner Castillo inquired if there's an opportunity for an extension after the 3 years? Guest Speaker Robin Francis replied they look at the plan, goals, data and where we have, and other opportunities. It doesn't stop, the work continues until told differently.

Commissioner Welvaert asked after distance learning and changes did this point out different areas we are not equitable for different people in the community, has it changed priorities? Guest Speaker Robin Francis replied they are looking at rewriting some of the goals. Guest Speaker will send her PowerPoint presentation to Kabat for distribution to the commission.

Due to the time that Commissioner Castillo could stay at the meeting, Chair Carlson shared Commissioner Castillo's resignation from the Commission with good reasons. She expressed her thanks to Commissioner Castillo for his commitment and great job. The commission had previously received his letter of resignation. Commissioner Castillo shared his positive thoughts about being on the commission.

4. Approve Minutes

4A – Adopt Meeting Minutes – July 22, 2021

Motion: Hubbard

Second: Welvaert

Motion: Carried

5. Treasurer's Report

5A. Treasurer's Report 2021

Kabat reported for August, 2 purchases were made, 4 name tags, and candy for the RCD booth. The remaining balance is \$1,290.66.

Motion: Hubbard

Second: Spreadbury

Motion Carried

6. Committee Updates

6A. River City Days Committee

Kabat was not in attendance this year for the RCD event but acknowledged the commission has no swag remaining. Chair Carlson suggested due to popularity it makes sense to purchase more pens and fans. Kabat presented pricing details for the pens and fans. Chair Carlson inquired if the fans and pens are a good idea for the future? Commissioner Welvaert shared the fans were a big hit and likes the pens. Commissioner Hubbard expressed his son's idea about having something for kids. Commissioner Spreadbury thought the fans were a hit and useful. After further discussion Commissioner Spreadbury proposed to authorize the purchase of 250 fans and reserve the right for the RCD subcommittee to propose a secondary expenditure at next month's meeting.

Motion: Spreadbury

Second: Hubbard

Motion Carried

6B. MLK Celebration Committee

Commissioner Welvaert shared the committee had met on August 11th, 2021. Attendance from the meeting was Chair Carlson, Commissioner Welvaert, Commissioner Sienna White, and Staff member Kevin Wright. Below is a summary of the discussions at the meeting.

- A brief discussion about art/student videos
- Discussion about the budget (cost estimates for food and coffee) Kabat expressed he could help with the Red Bench connection. Dunn Brothers will donate the coffee.
- Keynote Speaker – ideas for themes
- Possibly offering coloring sheets/crayons for children who attend (Possibly partner with the art students at the schools).
- Marketing ideas

Commissioner Hubbard inquired about the number of attendance? Kabat shared the attendance has grown, estimating the 300 range.

After further discussion Commissioner Spreadbury proposed a motion to allocate \$1,100.00 of the 2022 budget for the MLK Event and have the sub-committee use it at their discretion.

Motion: Spreadbury

Second: Sandison

Motion Carried

6C. Program Committee

Chair Carlson reported she received a letter from Shelley Smith with Chain Reaction. Shelly is representing a play called White Privilege. Chair Carlson researched where/when to possibly host this event. Chair Carlson was unable to secure a space at this time. Chair Carlson thinks we need to do some pre-work before the play comes to our community. She expressed no program for this fall however, with tonight's guest speaker, we may have the opportunity to work with our school district in 2 ways.

1. American Indian Parent Advocacy Program
2. Partner with the diversity program.

May still have the possibility to have a fall program. Hope is to come back in September to discuss further. Commissioner Sandison inquired if a possibility to go see the play ahead of time? Chair Carlson and Kabat will help the Commission to coordinate who wants to attend.

6D. Budget Committee

Chair Carlson shared the Committee met and took a look at the previous year's expenses knowing the Commission for sure wants to do the following 3 things next year. MLK Community Celebration, Pride Picnic, and Green Card Voices.

6Di Proposed Budget Request – 2022

Activity	Budget Recommendation
MLK Community Celebration	\$1,100.00
Pride Picnic	\$1,000.00
Green Card Voices	\$1,800.00
Fall Activity	\$500.00
Administrative	\$600.00
Total	\$5,000.00

Chair Carlson shared Kabat has moved forward on a proposed budget request for Council's consideration for the fiscal year 2022 for \$5,000.00.

Chair Carlson expressed she and Commissioner Welavaret are thinking of other ways the commission can ask for partners in our community. Hope to bring research back to the Commission on September's HRC meeting.

Kabat shared with the Commission how the budget process works. Kabat already discussed with City Administrator Matt Podhradsky what the commission's intent is for raising the 2022 budget request.

After further discussion Commissioner Welvaert motioned to approve the proposed budget request for Council's consideration for the fiscal year 2022 of \$5,000.00.

Motion: Welvaert
Second: Spreadbury
Motion Carried

6E. Webpage Committee

Commissioner Sandison shared the committee met and discussed more ways to make it more interactive, including pictures from some of the events. Make it more informative for the community. Working on a proposed calendar with different celebration dates, Kevin Wright is working on the calendar. Chair Carlson expressed if any of the commissioners have ideas/thoughts of a good webpage to please share with the sub-committee

6F. Empathetic Response Committee

Commissioner Spreadbury is now on the committee alone and reported he has not had a lot of activity which is a good thing. If the commission has anything Commissioner Spreadbury should address please let him know.

7. New Business:

Chair Carlson noted there is going to be a backpack giveaway in conjunction with Westwood Community Church on August 28th. The project community Connect program at Canterbury has been canceled due to COVID-related concerns.

Steiner County Crisis Residence is a community-based provider for Mental Health which will be open on September 8th, 2021. It will have the ability to provide on-site, in-person mental health services for residence of Chaska. School starts September 7th, 2021.

8. Next Meeting Date – September 23, 2021, at the Council Chambers and Zoom

9. Adjourn

Motion: Sandison

Second: Welvaert

Motion Carried