



AGENDA
CHASKA HUMAN RIGHTS COMMISSION
CHASKA CITY HALL - COUNCIL CHAMBERS & ZOOM
Thursday, April 28, 2022
6:30 PM

- 1 Roll Call
- 2 Adopt Agenda
- 3 Open Forum/Guest Presentation
- 4 Approve Minutes
 - 4A March 24, 2022 Human Rights Commission Meeting Minutes
- 5 Treasurer's Report
 - 5A Treasurer's Report
- 6 Old Business
 - 6A 2021 Strategic Plan
 - 6A 2021 Strategic Plan
 - 6B Green Card Voices
 - 6C Calendar/Programs
 - 6D Website
 - 6E MLK Human Rights Celebration
 - 6F Empathetic Response
 - 6G National March for Education
- 7 New Business

7A Pride Celebration

7B River City Days

8 Next Meeting Date

8A May Human Rights Commission Meeting - May 26, 2022

9 Adjourn



Minutes
CHASKA HUMAN RIGHTS COMMISSION
Thursday, March 24, 2022
6:30 PM

1. Roll Call

Present: Chair Carlson, Zayic, Sandison, Kamen, White, Welvaert, Hubbard, Filmore, City Staff Elise Durbin

Absent: Vice Chair Haga

2. Adopt Agenda

Motion: Commissioner Welvaert

Second: Commissioner Hubbard

Motion: Carried

3. Approve Minutes

4A. Approve February 24, 2022 Human Rights Commission Meeting Minutes

Commissioner Kamen requested a change to state she is from Maryland not Maine. Commissioner Carlson requested changes on page 5 under 7A, Recap of MLK Breakfast, to Girl Scout troop number 15554; and under 7B, 5th line from bottom, delete sentence to show the strategic plan was previously worked on.

Motion: Commissioner Sandison

Second: Commissioner Hubbard

Motion: Carried

4. Treasurer's Report

5A Treasure's Report

Durbin stated one additional invoice was paid in February for the name plates. Chair Carlson did not see any additional donations on the report and wondered if there were more. Commissioner Hubbard questioned if there is a way to see the donations that have come in. Durbin stated she will look into both of these requests.

Motion: Commissioner Hubbard

Second: Commissioner Kamen

Motion: Carried

5. Old Business

5A Green Card Voices

Commissioner Zayic explained there will be a full display for the month of April. There will also be a showing of "Through the Iron Curtain" on April 14th from 6:30-8:30 p.m. Two of the actors in the documentary will also be guest speakers.

Commissioner Sandison stated April 21st will be a panel of immigrants, hopefully most are Chaska residents, to discuss moving and living here in Chaska.

Commissioner Zayic suggested a partnership with the public library regarding books on this topic. Chair Carlson also suggested putting together a list of books the Commission may be interested in purchasing and communicating that with the library. Chair Carlson mentioned the Green Card Voices website has a list of books that speak to the subject of immigration and the Commission could gift them to the library.

Commissioner Welvaert wondered if the Commission could view the list. Commissioner Zayic has added more books to the list and suggested printing them out. Durbin will share it with all Commission members and noted to let her know if members, on their own, want to donate books. Chair Carlson stated donated books should be in "good condition." Durbin said the city has put together a website connected to Green Card Voices and will use social media to promote the events.

Chair Carlson said Chaska Rotary has been notified their \$250.00 to sponsor Green Card Voices will be mentioned. Commissioner Hubbard reminded the Commission to thank and acknowledge Chaska Rotary so people are aware and able to donate again. Chair Carlson mentioned getting the Rotary logo. Durbin stated the logo can be added later after the webpage and social media promotion is up and running.

Commissioner Sandison wondered about interpreting for those who do not speak English, but realizes it is a difficult subject to navigate.

Commissioner Welvaert suggested putting this out on social media to see if anyone would be interested in interpreting for this event. Commissioner Zayic cautioned against using a student as an interpreter. Commissioner

Zayic suggested a recorded version and have it translated. Durbin will look into this and will follow up with Commission.

5B Calendar/Programs

Chair Carlson said she is on the Calendar/Programs Committee. Commissioner Zayic had questions regarding this Committee and will inquire at a later date. Commissioner Hubbard suggested putting something on the calendar about veterans.

5C River City Days

Commissioner Hubbard had nothing to bring forward.

5D Website

Chair Carlson had nothing to bring forward.

5E MLK Human Rights Celebration

Commissioner Weltaert had nothing to report and if the Commission has any ideas, send those ideas to Durbin.

6. New Business

6A. Empathetic Response Committee

Chair Carlson stated the Commission heard from three individuals inquiring about a statement regarding the war in Ukraine. Commissioner Filmore looked at other statements and wondered what direction the Commission wanted this statement to go. Commissioner Weltaert appreciated the sentiment that this is a global issue. Chair Carlson agreed when this statement is completed, it would be put on the City's channel, the Human Rights Commission webpage and submitted to the *Chaska Herald*. Chair Carlson noted once the motion to approve the letter is granted, Wright will post it on all social media accounts.

Commissioner Sandison suggested adding language such as "any available platform" and "to speak out about injustice". Commissioner Hubbard suggested consistency in potential letters the Commission puts out. Commissioner Weltaert encouraged statements stay consistent with only human rights violations. Commissioner Filmore suggested being proactive not reactive when it comes to human rights concerns.

Commissioner Weltaert questioned if an empathetic response has to be approved by City Council before it is published. Durbin stated it does not have to be approved. Commissioner Sandison stated there are any

number of human rights issues going on at any given time and wondered what stand the Commission wants to take. Commissioner Sandison also suggested creating guidelines for human rights discussion items. Commissioner Kamen questioned how to include residents' opinions on the definition of the Human Rights Commission.

Chair Carlson noted people are looking for ways to support the people of Ukraine. Commissioner Zayic agreed there should be a set of criteria or a system to determine what or when we make a statement regarding human rights violations. Durbin believed this will be extremely helpful and can help the committee when making a decision. Commissioner Kamen stated she will help on this Committee. Commissioner Hubbard noted the Commission is changing and hopes the voices of the Commission will be heard by increased community engagement and community presence.

Motion to approve the statement with Sandison's additional language:
Hubbard
Second: Kamen
Motion: Carried

7B. Pride Celebration Committee

Chair Carlson provided an update from Vice Chair Haga that she will be bringing information to the April meeting in addition to the Parks and Recreation Committee.

7C. National March for Education

Commissioners Filmore discussed different ways to celebrate educators in our district. Commissioner Zayic wondered if the Commission would be interested in organizing a space for students to discuss school related issues. Commissioner White stated there is not a lot of conversation in the schools but noted it would be easy to find students who are passionate about these issues and willing to speak about them. Chair Carlson encouraged the Commission to find positive solutions and directed further guidance to Durbin.

Durbin clarified the purpose of this Commission is to understand, inform, and educate the public on human rights issues. Chair Carlson suggested at River City Days, making the Human Rights Commission booth an opportunity to educate the public about issues being seen in other states and what Minnesota and District 112 are doing to increase awareness.

Commissioner Welvaert reiterated the purpose of this Commission is to offer information and provide resources for people who want to know

more. Commissioner Sandison inquired again regarding the statement about Ukraine. Commissioner Hubbard wondered how to get the community more engaged and interactive.

Commissioner Sandison encouraged celebrating the good that teachers are doing while simultaneously raising awareness. Commissioner Filmore also suggested a way for students to express the good things going on in Chaska such as videos on social media. Commissioner Hubbard encouraged a diverse group of people included in these videos.

Chair Carlson summarized the discussion and will create opportunities to raise community awareness around these topics. Chair Carlson wondered if any members knew anyone in the community we could reach out to.

Chair Carlson would like to continue this discussion to next month's meeting and send any other ideas or thoughts to Durbin.

7. Next Meeting Date

7A. Chaska Celebrates Immigrant Voices April 14 and April 21, 2022

Commissioner Welvaert wondered if we wear t-shirt or name tags during the events in April. Durbin will check on status of the t-shirts. Chair Carlson mentioned the opportunity to listen to and learn about what is happening in Ukraine.

Commissioner Zayic inquired about sharing information on personal Facebook pages. Durbin said Kevin Wright will put something together that states dates, times, etc. on the City's social media page, which then Commission members can share on their personal social media accounts.

7B. April Human Rights Commission Meeting April 28, 2022

Chair Carlson thanked everyone for the great conversations.

8. Adjourn

Motion: Commissioner Welvaert

Second: Commissioner Sandison

Motion: Carried

Meeting adjourned at 8:06 p.m.

STAFF REPORT

CHASKA HUMAN RIGHTS COMMISSION

April 28, 2022

Subject: **Treasurer's Report – April 2022**

Prepared By: Elise Durbin

2022 Beginning Balance:	\$5,000
January	-
Crooked Pint (MLK Day)	(\$300.00)
Facebook Ad (MLK Day)	(\$19.97)
Speaker Fee (MLK Day)	(\$500.00)
Pastries (MLK Day)	(\$200.00)
Performer Fee (MLK Day)	(\$100.00)
Human Rights Award Plaques	(\$150.00)
February	-
Commission Name Plates	(\$87.30)
March	-
Donation (Friends of the Community)	\$1000.00
Donation (Friends of the Community)	\$100.00
April	-
Green Card Voices Exhibit	(\$1000.00)
May	-
June	-
July	-
August	-
September	-
October	-
November	-
December	-
Balance:	\$3,742.73

STAFF REPORT

CHASKA HUMAN RIGHTS COMMISSION

April 28, 2022

Subject: Human Rights Commission Strategic Plan

Prepared By: Elise Durbin

Background

At the February 2022 and March 2022 meetings, there have been discussions about the purpose and role of the Human Rights Commission. This discussion came in the context of the relation to the types of activities that are appropriate for the Commission to take on and/or be a part of.

In late 2020, the Human Rights Commission worked with the City Council to talk about the roles, responsibilities, and ways to build on the Human Rights Commission's impact within the community. This discussion led to a Strategic Plan which was approved unanimously by the Commission at the October 2020 HRC meeting, and subsequently approved by the City Council at their November 16, 2020 meeting.

Since it has been over a year since the HRC's Strategic Plan was adopted, and with the addition of several new Commissioners, it seemed appropriate to provide a brief review of the plan.

Strategic Plan

The purpose of the HRC's Strategic Plan is to set key roles, goals, and implementation strategies to guide the HRC and their work in the community for the next two to three years.

A total of four goals were established. Each of the goals are meant to be at a high level and completed over a longer term. These goals are followed by a series of implementation strategies that work to advance the goals. The four goals are:

- Proactively partner and engage with community members and groups.
- Advise staff and council
- Community engagement and education
- Continue ongoing core efforts

The Strategic Plan is included as an attachment for further review.

Recommendation

Staff recommends review and discussion of the Human Rights Commission Strategic Plan. Commissioners who participated in the strategic planning process in 2020 are encouraged to offer additional detail and information to provide context for this plan.

Human Rights Commission

2021 Strategic Plan

Introduction:

The Human Rights Commission was established by the Chaska City Council in 2000. Twenty years later, a lot has been learned and the community has grown and changed. Both the Chaska City Council and Chaska Human Rights Commission agree with the importance of taking time to acknowledge the success of the Human Rights Commission and to identify how to grow the Commission's ability to serve the community for the next twenty years.

The Chaska City Council identified several key vision statements looking towards the year 2025 at its retreat in 2019. One of the identified statements is:

In 2025 Chaska is a welcoming, respectful, engaging, and inclusive community.

A strategic direction identified by the plan to move this vision forward is to "Celebrate Diversity." The Council also identified several implementation steps to move the vision and strategic direction forward. Among the implementation steps listed is, "redefine the Human Rights Commission," and, "expand participation in the Human Rights Commission."

The following Strategic Plan for the Chaska Human Rights Commission reflects a joint effort including the Chaska City Council, Chaska Human Rights Commission, and City Staff. This Strategic Plan for the Human Rights Commission reflects implementation of the City Council's goals and is a direct outcome of a process initiated by a Joint Work Session between the City Council and Human Rights Commission on August 27, 2020.

Following the Joint Work Session, the Human Rights Commission formed a Strategic Planning Subcommittee that worked with City Staff in the Administration, Parks & Recreation, and Police Departments to develop a draft plan. The draft plan was reviewed by the Human Rights Commission and refined by the Subcommittee to develop a final plan. The process culminated in approval by the Human Rights Commission on October 22, 2020 and by the City Council on [INSERT DATE].

Purpose:

This Strategic Plan of the Human Rights Commission sets key roles, goals, and implementation strategies to guide the Human Rights Commission's work over the next 2 to 3 years. With City Council and Human Rights Commission approval supporting the document, it serves to ensure both groups agree with the direction of the Human Rights Commission and how it intends to serve the community. Both the City Council and Human Rights Commission acknowledge that the previously stated vision is an ongoing effort, and both groups understand the need to continually review and update this document. The Strategic Plan should be viewed as an aspirational living and breathing document that will best serve the community with ongoing attention and maintenance.

Strategic Goals and Implementation:

The Human Rights Commission (HRC) will serve the community by advancing the following key goals. Each goal is followed by implementation steps to guide the HRC's work in 2021. While the goals are longer-term, high-level and will require ongoing effort into the future, the implementation steps provide more concrete direction to advance those goals.

1. Proactively partner and engage with community members and groups.
 - a. Implementation:
 - i. Seek boards, work groups, and volunteer opportunities to participate in as HRC members.
 - ii. Represent the HRC on project specific City task forces.
 - iii. Support community members and groups in implementing programs that align with HRC's and Council's vision.
 - iv. Invite community members and groups to HRC meetings to share their stories and service opportunities.
2. Advise Staff and Council
 - a. Implementation:
 - i. Identify best methods to directly communicate with the City Council.
 - ii. Review Ordinance 2.24.090, Purpose and Duties of the Human Rights Commission, to ensure alignment with current expectations and strategic objectives and recommend updates to the City Council.
 - iii. Provide guidance to staff for the Chaska Cares initiative.
 - iv. Advise staff to incorporate diversity into existing and new community celebrations and programs.
 - v. Advise staff on best practices to reach a diverse audience for official communications.
3. Community Engagement and Education
 - a. Implementation:
 - i. Improve the HRC webpage:
 1. Include a photo of HRC members.
 2. Provide references to resources.
 3. Improved lines of communication.
 - ii. Increase visibility of the HRC through all forms of media.
 - iii. Develop and host programs to celebrate cultural holidays/months and promote community focused goodwill.
4. Continue ongoing core efforts
 - a. Implementation
 - i. MLK Breakfast
 - ii. River City Days Booth
 - iii. Annual Human Rights Award