



AGENDA
CHASKA HUMAN RIGHTS COMMISSION
CHASKA CITY HALL - COUNCIL CHAMBERS & ZOOM
Thursday, February 27, 2025
6:30 PM

1. Roll Call
2. Adopt Agenda
3. Introduction of New Members
4. Recommend Chair and Vice Chair
5. Open Forum/Guest Presentation
 - 5.A. MLK Human Rights Celebration Coloring Contest Winners
 - 5.B. 2024 Human Rights Award Winner Julie Janke
6. Approve Minutes
 - 6.A. Approve Meeting Minutes - January 23, 2025
7. Treasurer's Report
 - 7.A. Final 2024 Treasurer's Report
 - 7.B. February 2025 Treasurer's Report
8. Old Business
 - 8.A. Subcommittee assignments
9. New Business
10. Belonging Message
 - 10.A. February Belonging Message
11. Next Meeting Date - March 27, 2025
12. Adjourn



Minutes
CHASKA HUMAN RIGHTS COMMISSION
Thursday, January 23, 2025
6:30 PM

1. Roll Call

Present: Chairperson Carlson, Vice Chairperson Welvaert, Commissioners Martin Hubbard, Hanne Sandison, Brittany Haanan, Kevin Mee, and City Staff Kevin Wright

Absent: Commissioners Hamza, Ghatti, Lesueur, and Ali-Daar

2. Adopt Agenda

Motion: Commissioner Sandison

Second: Commissioner Hubbard

Motion: Carried

3. Open Forum/Guest Presentation

Wright displayed the slides from the MLK Celebration. Chair Carlson noted that two Human Rights awards were given out. She gave an overview of the event.

4. Approve Minutes

4.A. Adopt Meeting Minutes – November 21, 2024

Motion: Commissioner Haanan

Second: Commissioner Welvaert

Motion: Carried

5. Treasurer's Report

5.A. Treasurer's Report 2025

Chair Carlson reported January expenses as follows: The starting budget for 2025 was \$6,500. Some expenses were taken out for the MLK celebration. These were for the plaques, the books, and some expenses for coffee and donuts. The remaining balance is \$5,910.29.

Motion: Commissioner Welvaert

Second: Commissioner Mee

Motion Carried

6. Old Business

6.A. MLK Human Rights Celebration Recap

Commissioner Sandison noted that she really enjoyed the event. She loved the choir and the speaker. Chair Carlson explained the coloring contest that started at the celebration. Commissioner Hubbard added that he spoke to the speaker Shayla Michelle about putting something together for black history month. Chair Carlson read a message from Human Rights Award Winner, Julie Jenkins, to the group. Commissioner Welvaert noted that she was very impressed with the program that they put together.

7. New Business

7.A. 2025 Action Plan

Chair Carlson discussed the action plan that was put together. Commissioner Welvaert discussed some opportunities to partner with businesses in Chaska and things they have done in the past. Commissioner Hubbard suggested asking for donations earlier in the year. Chair Carlson noted that they have requested from City Council \$8,500 for 2026. Commissioner Welvaert explained how the Commission is planning to engage City departments this year. Chair Carlson described the activities/events that are planned for 2025. She gave an overview of the 2024 events. Wright discussed potential social media pages and posts for the HRC to start in 2025. Commissioner Sandison suggested asking the community about any worries or suggestions they have for the Commission to discuss. Chair Carlson discussed an event she went to that discussed immigration in Chaska. She noted that this may be something the Commission should discuss more and find ways to get involved. Commissioner Welvaert noted that the Action Plan is not a set-in-stone document and can be changed through the year. Commissioner Hubbard suggested raising the \$8,500 request to \$10,000.

Chair Carlson asked for a motion to adopt the HRC 2025 Action Plan.

Motion: Commissioner Haanan

Second: Commissioner Mee

Motion: Carried

7.B. 2025 Subcommittee Assignments

Chair Carlson noted that they may have the chance to add additional members to the Commission in February. She stated the different subcommittees that will be available for 2025. The Commissioners each stated which subcommittees they would like to join. Commissioner Welvaert noted that each subcommittee should have an experienced member. She also added that the subcommittees should

start planning much earlier. Commissioner Haanan suggested adding a youth outreach subcommittee. Chair Carlson added that it would be a great idea.

8. Belonging Message

Chair Carlson explained her thoughts on having a belonging message. She presented the belonging message for this month's meeting. Commissioner Hubbard shared details on the upcoming polar plunge. Commissioner Weldaert shared information on the AARP tax assistance program. Wright noted that the Christmas in May event has been scheduled, and they are in need of more applicants.

9. Next Meeting Date – February 27, 2025, at City Hall Council Chambers

10. Adjourn

Meeting adjourned at 7:59 p.m.

CHASKA HUMAN RIGHTS COMMISSION

Final 2024 Treasurer's Report

2024 Beginning Balance:	\$6,500
January	
Coffee (MLK Day event)	(\$155.98)
Pastries (MLK Day event)	(\$93.75)
Human Rights Award Plaques	(\$148.74)
Tablecloths (MLK Day event)	(\$23.03)
Fruit (Carver Community Connect)	(\$11.96)
Hooked on Books Sponsorship	(\$100.00)
February	
March	
Commissioner T-Shirts	(\$36.00)
April	
Name Badges	(\$13.00)
May	
June	
Event Supplies (Pride Celebration)	(\$165.87)
DJ (Pride Celebration)	(\$340.00)
T-Shirts (Pride Celebration)	(\$1,208.00)
Business Sponsorships (Pride Celebration)	\$750.00
Event Supplies (Pride Celebration)	(\$51.80)
July	
Ice Cream (Pride Celebration)	(\$222.78)
Artwork Supplies (Pride Celebration)	(\$15.24)
River City Days Supplies	(\$95.78)
River City Days Booth	(\$50.00)
August	
September	
October	
November	
Latino V.O.I.C.E.S. (approved at October meeting)	(\$850.00)
Room Rental (Celebrate India)	(\$225.00)
Food (Celebrate India)	(\$798.92)
Supplies (Celebrate India)	(\$288.17)
Indian Storytime (Celebrate India)	(\$250.00)
December	
Logo Table Cloth (approved at November meeting)	(\$192.64)
Plain Black Table Cloth (approved at November meeting)	(\$10.39)
Clips for Table Cloth (approved at November meeting)	(\$7.99)
Giveaways	(\$1003.10)
Supplies (MLK Day Celebration)	(\$50.12)
Balance:	\$841.74

Notes:

CHASKA HUMAN RIGHTS COMMISSION

February 27, 2025

2025 Beginning Balance:	\$6,500
January	
Human Rights Award Plaques	(\$168.74)
Books (MLK Day event)	(\$420.97)
Refreshments (MLK Day event)	(\$256.05)
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	
Balance:	\$5,654.24

Notes:

STAFF REPORT CHASKA HUMAN RIGHTS COMMISSION 2/27/2025

Subject: **Subcommittee Assignments**

Prepared By: Elise Durbin, Assistant City Administrator

At the last HRC meeting in January, selection of Commissioners to different subcommittees began. Because there were several Commissioners who were unable to attend that meeting, staff felt it was important to revisit the subcommittee assignments at the February meeting as the subcommittees do the bulk of the work of the Commission.

Since the January meeting, the subcommittee assignment sheet has been updated, and staff liaisons have been added. This item is attached for Commissioners review.

Staff recommends that the HRC take time on February 27 to revisit the subcommittee assignments and make any changes.

2025 HRC Subcommittee Assignments

Subcommittee	Description	Dates	HRC members	Staff Liaison
Core Events				
MLK Human Rights Celebration	Annual breakfast event on Martin Luther King, Jr. Day. Consists of a guest speaker, music, readings, and more. Work with other groups including Chaska Parks & Recreation, the school district, and others. Annual Chaska Human Rights Award is presented.	Next event is January 19, 2026.	1. Hanne 2. Sarah 3.	Elise
Pride Celebration	2025 will be the 5 th annual event. Last year's event included tie-dying, a community mural, games, ice cream, and more. Work with other groups including Chaska Parks and Recreation and the school district.	2025 Event is Saturday, June 21.	1. Kevin 2. Jen 3.	Elise
River City Days	In the past, the HRC has had a booth at the event educating the community.	2025 Event is July 25 and 26.	1. 2. 3.	Kevin
Cultural Heritage Month	Over the past three years, there have been several events that the HRC has put on focusing on the different cultures in the city. Last year's event focused on celebrating Indian culture.	Fall 2025	1. Brit 2. Sarah 3.	Kevin
Additional Events/Recognition				
Women's Appreciation	This is a committee decision on how to approach.	Spring 2025	1. Brit 2. 3.	Krista
Asian and Pacific Islander Recognition	This is a committee decision on how to approach.	May 2025	1. 2. 3.	Krista
Indigenous Peoples Recognition	This is a committee decision on how to approach.	October 2025	1. 2. 3.	Kevin
Veteran Acknowledgement	This is a committee decision on how to approach.	November 2025	1. Martin 2. 3.	Kevin
Community Outreach	New for 2025	Ongoing	1. Brit 2. Hanne 3. Kevin	Kevin

Chaska Human Rights Commission Belonging Moment-February, 2025

Diversity comes in all shapes and sizes.

This month, we will look at the sometimes-overlooked subject of generational diversity.

The infographic is a representation of the way Americans think about generational differences-in the workforce, as well as on boards, in elected offices etc. Generalizing whole swaths of people is problematic but it is a way of thinking about the differences from various perspectives. It is also a reminder for us to be thoughtful in making assumptions about people based on a single characteristic.

This interesting piece is about workplace events that may impact tensions.

Look and then ask yourself if there are ways you can expand your work style, your communication style or the ways in which you collaborate to be more accessible to both your workmates and your community.

Credit: Creativa

creativia	Traditionalists	Baby Boomers	Gen X	Millennials	Gen Z
	1928-1945	1946-1964	1965-1980	1981-1996	1997-2012
	2% of workforce	25% of workforce	33% of workforce	35% of workforce	3% of workforce
Technology Acquired	• Television • Scotch Tape • Red & Green Stop Light	• Sputnik 1 • Microwave • Mr. Potato Head • Liquid paper • Colored Kitchen appliances	• Floppy Disk • Portable Cassette Player • Cell Phone • VCR • 1st Video Game: Pong	• Personal computer • Internet • CD Player • Nintendo • Camcorder	• Phones that text • Computers in High School • Snapchat/Instagram/YouTube
Core Values	• Adhere to rules • Family focus • Patriotism • Savers	• Optimism • Equal rights/opportunities • Pay your dues • Spend now, worry later	• Independent • Informality • Think globally • Life balance	• Team work • Confidence • Civic duty • Achievement	• Frugality • Social Equality • Security • Making a difference
Work Ethic	• Pay your dues • Work hard • Age = Seniority • Company first	• Driven • Workaholic • Quality • Work ethic = Worth • Efficient	• Work smarter and with greater output, not longer hours	• Ambitious • What's next? • Multitasking • Tenacity • Entrepreneurial	• Entrepreneurial • Realistic approach • Tech savvy • "Always on"
Preferred Work Environment	• Conservative • Hierarchal • Clear chain of command • Top-down management	• Flat hierarchy • Democratic • Equal opportunity • Friendly	• Positive/fun • Fast paced • Flexible • Informal • Access to leadership & information	• Collaborative • Creative • Diverse • Fun/flexible • Achievement-oriented • Positive	• Competitive • Independent • Face-to-face communication • Continued skill development
Race Matters	• Great migration from the South for better racial conditions • Legal segregation – Jim Crow • Racial slurs common. Adults referred to as boys and girls • Church is center of community	• Civil Rights Movement/Black Empowerment • Affirmative Action • Integrated neighborhoods/white flight • "Work twice as hard earn half as much"	• More professional and educational opportunities available • Not exposed to overt racism • The term "African American" is used	• First African American President • Careers & Entrepreneurship viable options • Self-expression and creativity nurtured	• Majority nonwhite; many bi-racial. • #BlackLivesMatter leading movement against police brutality – for racial justice • Process of correcting systemic racism begins

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