



AGENDA
CHASKA HUMAN RIGHTS COMMISSION
CHASKA CITY HALL - COUNCIL CHAMBERS & ZOOM
Thursday, April 23, 2026
6:30 PM

1. Roll Call
2. Adopt Agenda
3. Open Forum/Guest Presentation
 - 3.A. Sia Her, Executive Director, Council on Asian Pacific Minnesotans
4. Approve Minutes
 - 4.A. Approve Meeting Minutes - February 26, 2026
5. Treasurer's Report
 - 5.A. Treasurer's Report - April 2026
6. Old Business
 - 6.A. Pride Celebration Subcommittee Update
 - 6.B. HRC Strategic Plan Update
7. New Business
8. Next Meeting Date - May 28, 2026
9. Adjourn



Minutes
CHASKA HUMAN RIGHTS COMMISSION
Thursday, February 26, 2026
6:30 PM

1. Roll Call

Present: Chairperson Carlson, Martin Hubbard, Kevin Mee, Kechi Duffy, Brit Haanan, Katie McClosky, and City Staff Elise Durbin

Absent: Hanne Sandison and Youth Representative Sean Haga

2. Adopt Agenda

Motion: Commissioner Mee

Second: Commissioner Haanan

Motion: Carried

3. Introduction of New Members

Durbin introduced the two new members of the Commission. Katie McClosky introduced herself to the Commission

4. Recommend Chair and Vice Chair

Durbin introduced the Chair and Vice Chair recommendation process.

Commissioner Hubbard nominated himself for Chair.

Motion: Commissioner Hubbard

Second: Commissioner Carlson

Motion: Carried

Commissioner Hubbard nominated Commissioner Carlson for Vice Chair.

Motion: Commissioner Hubbard

Second: Commissioner Mee

Motion: Carried

5. Open Forum/Guest Presentation – no guests

6. Approve Minutes

6.A. Adopt Meeting Minutes – December 18, 2025

Motion: Commissioner Mee
Second: Commissioner Hubbard
Motion: Carried

7. Treasurer's Report

7.A. Treasurer's Report February 2026

Durbin reported February expenses as follows:

She noted that expenses for the MLK event are now shown. She stated that the Commission has a \$7000 budget for the year. Durbin stated that they spent about \$1000 in January for the MLK event. The balance is \$5921.52.

Motion: Commissioner Haanan
Second: Commissioner Mee
Motion: Carried

8. Old Business

8.A. MLK Human Rights Celebration

Commissioner Carlson thanked the subcommittee for their work on the very successful event. She also thanked staff for their support on the event. She thanked Commissioner Duffy for emceeding the event. She stated that they are waiting for the final votes for the art contest winners. She asked the subcommittee for any feedback they had received from the event. Commissioner Duffy stated that she received comments that the event was very timely and the message was very necessary. Commissioner Duffy stated that everyone felt very moved. Chair Hubbard noted that he was unable to attend the celebration but was able to watch the live stream. He suggested that they continue to stream the celebration for those who cannot attend.

9. New Business

9.A. 2026 Events and Subcommittee Assignments

Commissioner Carlson introduced the discussion regarding the events that the Commission would like to participate in or host. She asked the Commission what core events they would like to have. She listed the key activities the Commission has historically participated in. Chair Hubbard suggested narrowing the events down to ensure they have plenty of time to focus on making them great events. Commissioner Mee explained that participation in the Pride Art Exhibit would not put a heavy load on the Commission. The Commission would just be there to direct artists interested in participating to the right place. He stated that he would like the Commission to help promote this project. Commissioner Haanan asked how River City Days went last year. Commissioner Carlson stated that she

thinks that the Commission should join the City table this year rather than have its own booth with games. Commissioner Haanan suggested that they advertise their events at River City Days. Chair Hubbard noted that the Commission should start planning ahead further. He noted that they should plan ahead through the first quarter of 2027. Commissioner Carlson stated that they have reserved the facility for the Pride Celebration. Commissioner Haanan suggested more community outreach that is not solely event-based. She noted that they would like to focus on engaging students and school outreach. Commissioner Haanan stated that the Cultural Heritage Celebration has been successful in the past few years and they should continue the event. Commissioner Carlson discussed the Chaska Rotary's request for the Commission to partner with them in coordinating the Cinco De Mayo event. Durbin reviewed that this would only cost time and not any funds from the Commission budget. The Commission listed the events they would like to join the subcommittee to plan. Chair Hubbard stated that he would like to add a March Women's Celebration event to the calendar for 2027. Commissioner Haanan asked about the progress of the banners they had discussed. Durbin stated that they are almost complete; she would just like a Commissioner to help with the final design.

Commissioner Carlson thanked former Commissioner Welvaert for her nine years of service to the Commission. She also stated some ongoing community events that take place in February. She noted that she will not be continuing the belonging moment unless the Commission would really like her to continue. She reviewed the Minnesota Department of Human Rights February Newsletter.

10. Next Meeting Date – March 26, 2026 at City Hall Council Chambers

11. Adjourn

Meeting adjourned at 7:22 p.m.

CHASKA HUMAN RIGHTS COMMISSION
April 23, 2026

2026 Beginning Balance:	\$7,000
January	
Music (MLK Day event)	(\$200.00)
Speaker (MLK Day event)	(\$500.00)
Awards (MLK Day event)	(\$333.48)
Refreshments (MLK Day event)	(\$45.00)
February	
March	
April	
Balance:	\$5,921.52

Notes:

REQUEST FOR ACTION CHASKA HUMAN RIGHTS COMMISSION 4/23/2026

Subject: HRC Strategic Plan Update

Prepared By: Elise Durbin, Assistant City Administrator

At the March HRC work session, Commissioners took time to review the current HRC Strategic Plan and previous Action Plans, while also spending time thinking about the future direction of the HRC. Below is a recap of topics discussed.

Education

- Continue to focus on getting the HRC's name and goals of the commission out to the community.

Public interest

- Talk to the public about what they want from the commission
 - Collect information (Farmer's Market, partner organizations, individual contacts)
 - Determine what the commission can/should be doing
 - Develop a plan to achieve it (roles, goals, responsibilities)

Events

- For new and existing events look for ways that another city department/organization/community members can continue the event in the future. However, there are still some core events that the HRC may want to retain.
- If another city department/organization/community member takes the event over, the HRC can still sponsor it.
- Get people to events and get them to stay.
- Make personal invitations to each Councilmember for each event. Encourage their attendance for buy in.
- Continue to grow partnerships for events so the entirety does not fall on the HRC.
- Create marketing strategies for HRC events.

Networks

- Partner and expand networks with existing organizations.
- Cross sponsor programs.

HRC ACTION REQUESTED

Staff requests that the HRC review the notes from the discussion and provide feedback and any additional comments. Based upon the conversation from March, additional subcommittees have been established and the subcommittee list has been updated and attached.

Next steps will be to update the strategic plan based upon the discussions by the HRC.

2026 HRC Committees

EVENT	DESCRIPTION	DATES	MEMBERS
MLK Human Rights Celebration	Annual breakfast event for the community on Martin Luther King, Jr. Day. Event has previously included a guest speaker, music, readings, and more. Work with other groups including Chaska Parks and Recreation, the school district, and others. Annual Chaska Human Rights Award is presented.	Next event is January 18, 2027	<ol style="list-style-type: none"> 1. Martin 2. Kechi 3. Sarah
Cinco de Mayo	Assist the Chaska Rotary in annual Cinco de Mayo event with planning and execution. Rotary will provide funding.	May 2026 CANCELLED FOR 2026	 <ol style="list-style-type: none"> 1. Kechi 2. Kevin 3. Hanne
Pride Art Exhibit	Work with the Carver County Arts Consortium on a Pride art exhibit at the Chaska Community Center.	June 2026 (work done prior to the exhibit)	Kevin Mee—will work with ACCC
Pride Celebration	2025 was the 5 th annual event. In the past has consisted of tie-dying, community art project, games, ice cream, and more. Work with other groups including Chaska Parks and Recreation and the school district.	Lions Park has been reserved for June 27, 2026	<ol style="list-style-type: none"> 1. Brit 2. Kevin 3. Katie
River City Days	In the past, the HRC had a booth at the event educating the community. The plan for 2026 is to have a small table incorporated into the city booth.	2026 Event is July 24 and 25	<ol style="list-style-type: none"> 1. Kechi 2. Sean 3. Hanne
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 2026	<ol style="list-style-type: none"> 1. Kechi 2. Brit 3. Sarah
Women's History Month		March 2027	<ol style="list-style-type: none"> 1. Martin 2. Hanne 3.
School/Student Engagement	Engage with students and school district on HRC issues	Ongoing (school year)	<ol style="list-style-type: none"> 1. Brit 2. Katie 3. Sarah
Survey/Public Interest	Survey the public and understand what they want from the HRC (events, etc.)	Ongoing	<ol style="list-style-type: none"> 1. Kechi 2. Hanne 3. Sean
Social Media	Work with City Communications staff to enhance HRC's presence on social media	Ongoing	<ol style="list-style-type: none"> 1. Martin