

**CITY OF PLYMOUTH  
AGENDA  
Special City Council  
July 28, 2020, 5:30 PM**

**1. CALL TO ORDER**

- 1.1 [Instructions to participate in the Virtual Council Meeting](#)

**2. TOPICS**

- 2.1 [Human Rights discussion  
Presentation  
Attachment](#)
- 2.2 [Set future Study Sessions  
August  
September  
October  
November](#)

**3. ADJOURN**

**Special City  
Council**

July 28, 2020

**To:** Dave Callister, City Manager**Prepared by:** Laurie Hokkanen, Administrative Services Director**Reviewed by:** Laurie Hokkanen, Administrative Services Director**Item:** **Instructions to participate in the Virtual Council Meeting****1. Action Requested:**

The Mayor provides instructions for the public to observe the meeting by phone or online.

**2. Background:**

Council meetings will be conducted virtually (via Zoom webinar/conference call) due to the state of local emergency for the COVID 19 pandemic.

Council will be conducting a study session at 530 p.m. and a regular meeting at 7 p.m.

To observe/listen to one or both meetings, please register in advance at:

[https://us02web.zoom.us/webinar/register/WN\\_\\_2uK00AyQ0G1I4PM7jgPvA](https://us02web.zoom.us/webinar/register/WN__2uK00AyQ0G1I4PM7jgPvA)

No public comments are taken at study sessions.

If you wish to speak during the regular meeting, you will have the option to register to do so when you complete the zoom registration. Contact City Clerk Sandy Engdahl at [sengdahl@plymouthmn.gov](mailto:sengdahl@plymouthmn.gov) with additional questions.

**3. Budget Impact:**

N/A

**4. Attachments:**

**Special City  
Council**

July 28, 2020

**To:** Dave Callister, City Manager**Prepared by:** Mike Goldstein, Public Safety Director**Reviewed by:** Michael Goldstein, Public Safety Director**Item:** Human Rights discussion**1. Action Requested:**

As requested by Council, discuss human rights.

**2. Background:**

Council held a study session on May 26 regarding human rights in the community. Council discussed if a committee should be convened and/or if there are other programs and initiatives, resources, etc. that staff should include in programming and/or make available to residents. In order that there isn't a duplication of efforts, Council directed staff to contact Interfaith Outreach and Community Partners and other social service agencies and put together a list of resources available to residents.

**3. Budget Impact:**

N/A

**4. Attachments:**

[Presentation](#)

[Attachment](#)



# Study Session—Human Rights Commission

July 28, 2020



# Study Session Agenda

- Introduction
- History of Plymouth Human Rights Commission
- Minnesota Department of Human Rights
- Current Internal Staff Practices & Community Engagement
- Discussion and Direction

# Introduction

- City Council's Study Session Topic
- Action Steps to Date
- Defined Outcomes and Direction

# History

- Plymouth Human Rights Commission was established in 1993
  - Comprised of seven adult community members/four students and four school district representatives
  - Defined work plans approved by the City Council
  - Cultural competency, awareness and educational events
  - Essay contest
  - Collaboration with other HRCs
  - Awards
  - Bias/Hate Crime Response Plan
  - Police updates

# History

- Ebb & Flo
  - Activity levels and mission creep
  - Recruitment and retention issues
  - Difficulty with consensus building
  - Staff challenges
  - Dysfunction and conflict
  - Transition from Commission to Committee
  - Disbanded in 2012

# Minnesota Department of Human Rights

- Civil and Human Rights
- Complaint Process
  - Replicating services
  - Nine complaints in 10 years
  - Police reporting policy and practices

# Current Staff Practices

- Required Training for Public Safety
- Existing Policies
- Training for City Staff
- Future Considerations

# Community Engagement

- Traditional Outreach
  - 21<sup>st</sup> Century Policing Platform
- Non-Traditional Activities
  - Required participation
- Diverse Programming Functions
  - Inclusion services
  - Scholarship programs
  - Senior services
  - Lecture series and educational programs

# Community Partners

- Faith-based Communities
- Hennepin County Library
- Interfaith Outreach and PRISM
- Plymouth Crime and Fire Prevention Fund
- Plymouth Creek Center
- Plymouth Lions Club
- Plymouth Ice Center
- Plymouth Park and Recreation
- Plymouth Rotary Club
- Residential and Business Communities
- Sporting/Athletic Organizations
- Three Rivers Park District
- Wayzata and Robbinsdale Schools
- Youth Organizations

# Discussion and Direction

- What is the vision and what goals are desired to be achieved?
  - An extension of the City Council to gain insights/offer a voice
  - A complaint board
  - Activism
  - Education and connection
- What is the best option for Plymouth to achieve its desired goals?
  - HRC –if so, a defined mission and direction are required
  - Staff position
  - Etc.

# Conclusion



<b>City</b>	<b>Human Rights Commission</b>	<b>Document</b>	<b>Pages</b>
Bloomington	Yes	2019 Work Plan	2 - 6
Brooklyn Park	Yes	Sept 16, 2019 Meeting Minutes	7 - 8
Eden Prairie	Yes	Dec 14, 2019 Meeting Minutes	9 - 15
Edina	Yes	2019 Work Plan	16 - 20
Golden Valley	Yes	2020 Work Plan	21 - 33
Hopkins	No		
Maple Grove	No		
Minnetonka	No		
St. Louis Park	Yes	Nov 20, 2018 Meeting Minutes	34 - 35

# HUMAN RIGHTS COMMISSION

## HUMAN RIGHTS COMMISSION

### 2019 WORK PLAN



1800 West Old Shakopee Road

Bloomington, MN 55431-3027

# Human Rights Commission

## 2019 Work Plan

### **Purpose**

The purpose of the Bloomington Human Rights Commission (HRC) is to advise the Bloomington City Council in matters of human rights and equal opportunity for all citizens of the city.

Our 2019 Work Plan is organized by key issues identified by members of the Human Rights Commission

We've chosen (6) categories for action in 2019. Those categories are listed and described below:

- 1. Policy and Program Research***
- 2. Community and Educational Events***
- 3. State and Federal Partnerships***
- 4. Marketing***
- 5. Census 2020 – Complete Count Committee***
- 6. Professional Development***

## 1. Policy and Program Research

*The Human Rights Commission will provide valuable input and feedback to those seeking the perspective and support of the Commission.*

## 2. Community and Educational Events

*The Human Rights Commission will sponsor Community and Educational events for the purpose of celebrating Bloomington's diverse community and to raise awareness of human rights issues.*

- *Welcome Meals with the Community Planning Committee*
  - Continue to support Welcome Meals throughout the year in Bloomington. Use the \$5,000.00 grant from the Bloomington Crime Prevention Association (BCPA) to enable everyone in the community to participate, regardless of income. Partners include Joint Community Police Partnership (JCPP), League of Women Voters, Latino Childcare Network, City Councilmembers, Community Members, Artistry, Community Outreach and Engagement Division, Evergreen Church, Bloomington Covenant Church, U.S. Fish and Wildlife Refuge, School Board Members, and Dar Al Farooq, Metro South Adult Basic Education, and Martin Luther Campus.
- *Diversity Day/Unity Day*
  - Co-sponsor and participate in each High School's Diversity Day/Week activities and events.
- *Twin Cities Pride*

Support the City of Bloomington in having a presence in Twin Cities Pride 2019.

Potential ideas:

  - Host a Bloomington Pride Celebration
  - Increase LGBTQIA visibility in City facilities and online
  - Sponsor a float in the Twin Cities Pride Parade
  - Sponsor a City of Bloomington booth during the Pride Festival
  - Support employees to celebrate Pride at work
- *Explore human rights topics for educational workshops and events*
- *Children of Immigrants Art Exhibit throughout the community*
  - Available to loan out to the community for display
- *Martin Luther King, Jr. Day*
  - Sponsor and participate in community event for Martin Luther King, Jr. Holiday
- *Proclamations*
  - Asian Pacific Heritage Month

- Pride
- International Day of Peace
- Native American Heritage Month
- International Human Rights Day
- Martin Luther King, Jr. Day (2020)

### **3. State and Federal Partnerships**

*The Human Rights Commission will continue to work closely with the State Department of Human Rights and the US Federal Courts System.*

- Host a naturalization ceremony for immigrants in collaboration with the U.S. District Court in September as part of the International Day of Peace and a proclamation at a city council meeting for the September 21, 2019 International Day of Peace
- A commissioner will serve on the MN Department of Human Rights Civic Engagement Steering Committee
- A commissioner will serve on the MN Local Human Rights Commission Partnerships Committee.

### **4. Marketing**

*The Human Rights Commission will utilize city promotional tools to increase visibility allowing more stakeholders to access our programs and events. It will also foster stronger relationships with community members.*

- *Participate in community events including, however not limited to:*
  - a) Egg Hunt
  - b) Book Day at Pond Family Center
  - c) Heritage Days
- *City Council - School Board joint statement on immigration*
  - Determine strategies for creating renewed awareness of this statement for stakeholders, residents and the community.
- *Publicize the HRC in the following ways:*
  - Bloomington Briefing
  - Sun Current newspaper
  - Government Access Channel
  - City of Bloomington Outdoor Message Signs
  - City's Web page
  - Facebook/Twitter
  - Provide Information at the Bloomington Public Libraries

- *Continue to provide Commissioner representation/participation to the following organizations/committees:*
  - District 271 Diversity Advisory Council (DDAC);
  - Joint Community Police Partnership (JCPP) or Multicultural Advisory Committee (MAC);
  - One Bloomington, Inclusion and Equity Strategic Initiative of City Council

## **5. Census 2020 – Complete Count Committee**

*The Human Rights Commission will serve as the Complete Count Committee for the City of Bloomington.*

- The commission will lead efforts to promote the census in Bloomington and will work to engage community partners to reach populations which traditionally do not complete the census.

## **6. Professional Development**

*The Human Rights Commission will seek out trainings and educational opportunities for Commissioners to grow their leadership and engagement skills.*

- Explore having commissioners take the Insights Discovery Leadership training
- Explore having commissioners become trained as TOPS facilitators
- Attend the annual MN State Department of Human Rights Symposium
- Attend workshops or trainings offered by GARE Government Alliance on Racial Equity
- Attend workshops offered on the topic of community engagement

*Approved by the Bloomington Human Rights Commission on January 28, 2019.*

*Approved by the Bloomington City Council on February 4, 2019.*



## HUMAN RIGHTS COMMISSION MEETING

### APPROVED MINUTES

**Date of Meeting:** September 19, 2019

**City Hall Facility:** Brooklyn Park Community Activity Center, Grand Room 2

**Time Began:** 6:10 p.m.

**Time Adjourned:** 7:50 p.m.

Meeting Attendance—Commissioners							
Member	District	Present		Member	District	Present	
		Yes	No			Yes	No
Vacant	West			Mark Hostetler	West	x	
Vacant	East			Christian Eriksen	At-large	x	
Nausheena Hussain	East	x		Cindy Shevlin-Woodcock	Central	x	
Vacant	Central			Scott Volltrauer	At-Large		X Excused
Aja King	At-large	x		Open	Youth		
Wokie Freeman-Gbogba City Staff Liaison		x		Mark Mata	Council Member Liaison	X	

Meeting called to order by Chair Chris Eriksen and attendance taken by Staff Liaison Wokie Freeman-Gbogba.

Commissioner Hussain moved to approve the agenda. Motion seconded by Commissioner Shevlin-Woodcock. Motion approved.

Commissioner Shevlin-Woodcock moved to approve the July 18, 2019 Meeting minutes. Motion seconded by Commissioner Hostetler. Motion approved.

**Discuss Promotion of Human Rights Commission** – Communications Manager Camille Hepola  
The Chair mentioned that the Commission would like to have a conversation about visibility.

Communication struggle/goals – 1. building awareness of what the HRC is, past – what accomplished, future – what's happening. 2. How can you as a resident interact with the commission if there is an issue? 3. Tell stories/testimonials of residents who have had a successful experience.

Do residents know that the HRC is a place to file a bias complaint? Could we promote it on social media, and the website. There are simple things we could do.

There is interest to take human rights a step further to social justice (from the training).

Create an environment for people who are interested in human rights. Possibly hold a meeting twice a month. How do we get more community involvement? Maybe a listening session at a Brooklyn Park Community Assembly/ Partner with Community Engagement.

Possibly, think of some sort of human rights award.

Back in 2005, the Human Relations Commission became Human Rights Commission.

Could there be an open forum for the HRC meetings?

Need clarity on when a complaint comes in, what's the process? What's the HRC's role?

The HRC will work on revising content for the website.

Commissioner King may be interviewed for next year's videos.

**Activity/Participation for Domestic Violence Awareness Month/Purple Lights Initiative 2019** – Chair Eriksen and Commissioner Aja King

Council Meeting – Mayor's Proclamation declaring October Domestic Violence Awareness Month in Brooklyn Park

Every Monday in October – a video/infographic

September 26<sup>th</sup> – Brooklyn Park Community Assembly – Domestic Violence Awareness – need to promote the event – Basic information/specifics and panel (planned to be trauma-informed), resources, provide a safe space

**Reports from Subcommittees (Removable Barriers to Diversity, Landlord Training, Human Rights Training)** – All

The City responded to the Memo sent by the HRC. The Commissioners are asked to read the response and think about the following:

Would a roundtable discussion be productive? Ask these people to come to the table to discuss the responses?

Regarding offering scholarships to lower barriers to explorer programs, what strikes us as actionable that the HRC could endorse or support?

Could there be requirements to length of time an organization can require a person to work if they have training from the organization?

**Landlord Training** – Commissioner King will send a flyer to Staff Liaison Freeman-Gbogba. She has reached out to Officer Kim Czapar who convenes the property manager coalition to have the HRC come to present.

**Discussion about Housing** – Vice-chair Nausheena Hussain has been working with advocates around housing. Talking about possibly amending the housing policies that have been passed in the last 3 months. For example, the parking policy is in direct violation of the housing policy.

Want to ask the Council to establish a Fair Housing Policy Task Force to have stronger language about accountability, assessment, etc. for the Fair Housing Policy. Staff Liaison will ask the City Manager about the process.

**City Council Liaison Report** – CM Mata passed out the Draft Tenant Notification Ordinance and asked commissioners to send him any feedback or concerns before it comes to Council for the first reading on October 14.

**Staff Liaison Wokie Freeman-Gbogba** reminded commissioners to come to the Council meeting on September 23rd and come to the September Community Assembly with the topic of Domestic Violence Awareness. Commissioner Aja King will moderate the panel.

**Chair Report** – N/A

**Old Business** – N/A

**New Business** – N/A

**Adjournment**

Commissioner Hostetler moved to adjourn the meeting. Motion seconded by Commissioner King. Motion approved.

Minutes respectfully submitted by Staff Liaison Wokie Freeman-Gbogba.

**APPROVED MINUTES**

**EDEN PRAIRIE HUMAN RIGHTS & DIVERSITY COMMISSION**

**THURSDAY, DECEMBER 14, 2019**

**7:00 P.M., Eden Prairie Center**  
Office of Housing and Community Services

**COMMISSION MEMBERS:**

Greg Leeper (Chair), Shahram Missaghi, (Vice Chair), Katherine Lucht, Leslie Philmon, Rehmatbai Sumra; Sana Elassar, Philip Skeie, Asad Aliweyd, Tyler Aman

**STUDENT MEMBERS:**

Caprice Steidle, Najma Ali, Nicole Mayer, Stavan Bhakta, Winifred Halm De-Souza

**COMMISSION STAFF:**

Megan Yerks, Staff Liaison  
Julie Krull, Recording Secretary

**I. CALL TO ORDER/ROLL CALL**

Chair Leeper called the meeting to order at 7:00 p.m. Commission Members Lucht, Sumra and Aliweyd were absent. Missaghi arrived during the staff report.

**II. INTRODUCTION OF GUESTS**

Greg Olson, a resident of Eden Prairie was a guest at the HRDC meeting. He stated he is interested in human rights and specifically immigration. He stated he is just at the meeting to listen.

**III. APPROVAL OF AGENDA**

**MOTION:** Skeie moved, seconded by Aman, to approve the agenda. **Motion carried 5-0.**

**IV. APPROVAL OF THE NOVEMBER 14, 2019 MEETING MINUTES**

**MOTION:** Skeie moved, seconded by Philmon, to approve the November 14, 2019 minutes. **Motion carried 5-0.**

**V. STAFF REPORT – MEGAN YERKS**

**A. COMMUNITY EVENTS AND UPDATES:**

1. OHCS Human Services General Fund Grant – Yerks stated the OHCS Human Services General Fund Grant went to the City Council on

## HUMAN RIGHTS & DIVERSITY MINUTES

December 12, 2019

Page 2

December 3<sup>rd</sup>, 2019. She pointed out NAMI did not submit a request this year. She also stated that OHCS is accepting RFPs for CDBG Public Service funding for 2020.

2. PeopleFest! 2020 – Yerks stated they received a preliminary grant for \$10,600 and will use it for the following: \$3,000 for performers, \$542 in mini grants to pay exhibitors, \$3000 for interactive art, and \$2100 for the kickoff event, which will take place on July 31<sup>st</sup>. The Native Pride Arts will be performing. There will be a little extra money left over and that will be used for additional things coming up. Chair Leeper asked about year 4 funding for this looks like and have there been any discussions on that. Chair Leeper said they would like to keep this a free event. The Party People Subcommittee Meeting will be on Friday December 20<sup>th</sup> at 9 am at the Art Center. The PeopleFest! Steering Committee will be on Monday January 6<sup>th</sup> at 4 pm at the Community Education Center.
3. HRC Municipality Index Released – EP Scored - Yerks said this organization does municipality indexes every year. Eden Prairie was one city selected to participate. There were 506 cities accessed across the US. Minneapolis/St. Paul scored 100, and Eden Prairie scored 49. Yerks said this index can help Eden Prairie reflect upon the ability to improve on things such as, non-discrimination laws, municipality as employer, municipal services, law enforcement and leadership on LGBTQ equality.
4. Star Tribune Article about Refugee Resettlement Requirements – There was an executive order that was passed recently for approval for refugee settlement. Counties across Minnesota need to opt in to this. The article does state that Hennepin County is looking into this.

### VI. OLD BUSINESS

- A. There was no old business to discuss.

### VII. NEW BUSINESS

#### A. 2020 WORKPLAN

Chair Leeper said they will be finalizing this tonight. Yerks said the below subcommittees need to be added and finalized:

1. Indigenous People Committee
2. Census 2020
3. Police Community Relations
4. Iftar
5. PeopleFest!

## **HUMAN RIGHTS & DIVERSITY MINUTES**

December 12, 2019

Page 3

The following items were put on the calendar for 2020 and will be presented to City Council on February 4<sup>th</sup>, 2020 from 5:30-6:30.

### **January**

1. Human Rights Award (HRA) – Human Rights Award Promotion Kick-Off

### **February**

1. Work Plan – This will be presented to City Council on February 4<sup>th</sup>.
2. Human Rights Award (HRA) – Applications for this is due on Feb. 28<sup>th</sup>.

### **March**

1. Human Rights Award (HRA) – HRA recipient(s) will be selected at HRDC meeting.
2. Start subcommittee for Census 2020.

### **April**

1. Commission Organization – Student Event – Passport to Pop Culture
2. Census 2020 is due on April 1<sup>st</sup>.

### **May**

1. Commission Organization – End of term for student representatives.
2. Commission Organization – Board and Commission Awards Banquet.
3. Human Rights Award (HRA) – HRA Award Presentation at City Council Meeting.
4. Partnerships/Initiatives – Community Iftar with Eden Prairie Police Department. Subcommittee should start in January for this.
5. Partnerships/Initiatives – May 14<sup>th</sup> – Chain Reaction Theater: White Privilege. Yerks said we will have limited involvement compared to previous Chain Reaction Theatre events. This event is hosted by Immanuel Lutheran Church.

### **June**

1. Partnerships/Initiatives – Stop the Trafficking 5K with Grace Church.

### **July**

1. Police Community Relations Event – Kickin' it with the cops.

### **August**

1. Commission Organization – Orientation for new student representatives.
2. Partnerships/Initiatives – PeopleFest! August 1<sup>st</sup> to August 16<sup>th</sup>.

### **September**

1. Commission Organization – Welcome new student representatives.

## HUMAN RIGHTS & DIVERSITY MINUTES

December 12, 2019

Page 4

### October

1. Partnerships/Initiatives – Tentative – Culture N Motion

### November

1. Work Plan – 2021 Work Plan
2. Partnerships/Initiatives – Native American Heritage Month. Start subcommittee in January and focus on Land Acknowledgement and how the City can honor the past and present.

### December

1. Commission Organization – Commissioner meeting Attendance Report to City Manager
2. Work Plan – 2021 Work Plan

Chair Leeper wanted to discuss the student project and asked if the project would align with Culture N Motion. Steidle stated it would and that it would take place in the Eden Prairie Activity Center from 2:30-4 pm. Chair Leeper asked if this would be targeted to high school students or the general public. Steidle said they would like it open to all; students and the general public. Chair Leeper asked, in terms of clubs, would the presenters be high school students. Steidle said she would like to see a balance of students and teachers. Ali said she does not attend the high school but would like to bring the Somali community there. Chair Leeper asked what date they had in mind. Steidle said sometime between mid and late April and would like to call the event Passport to Pop Culture.

Chair Leeper asked how many Kickin' it with the Cops events the Commission would like to do with Eden Prairie Police Department. Elassar suggested the Commission does just one event so it can be done well but also said if there is help from the police department, she would not be opposed to two events. Skeie said he would be interested in this subcommittee and echoes Elassar's suggestion that one would be good but we could do two with the help of the police department. Skeie said if two events are held they should be in different locations. Yerks suggested one big event with food and fire trucks and then a smaller event. Aman said he would like to do two events and liked the idea of one big event and one smaller event. Chair Leeper suggested the subcommittee work with the police department for dates. Yerks suggested July for the main event.

Yerks wanted to discuss PeopleFest! and suggested not to host a stand-alone event but be on a subcommittee. Aman agreed with Yerks and Skeie said he agrees we should not do a stand-alone event; Missaghi and Philmon concurred. Yerks inquired about meeting in August since PeopleFest! often interferes with the August meeting. Chair Leeper said to leave the meeting scheduled as is and see how it goes as we get closer to the date.

## HUMAN RIGHTS & DIVERSITY MINUTES

December 12, 2019

Page 5

Yerks said there were four tabled events; 100 Anniversary of Women's Right to Vote; Culture N Motion; Listening Session and HTC Partnership. In regards to HTC Partnership, Chair Leeper said since the Commission has nothing planned to keep it tabled; the Commission concurred. For Women's Right to Vote, Elassar pointed out Women's History is in March and so they could post something on the City's website in regards to this topic. For Listening Sessions, Chair Leeper said when he first started on this Commission there was Coffee with the Council round table where community members could ask questions. He wanted to know if there was value in this event. Missaghi said he feels more people would like to see this event. Yerks purposed that at all events they have a Message to the Mayor table or box so community members can share with the Commission and City Council. This could also be a table at PeopleFest! Aman asked if would could invite the Mayor and Council Members to events. Yerks said that would be possible. Skeie suggested putting more emphasis on the advisory level. Chair Leeper said the goals are facility connection and the Commission needs to market this as well. Yerks said we would need to fine tune this event. Chair Leeper said the box is a good idea and so is inviting elected officials to events.

Elassar said in regards to the Quality of Life Surveys 2018, the sense of community among Eden Prairie residents is 68%. She said this was on the Eden Prairie website and will send it out to all Commissioners. Yerks said this could be an area where the community is encouraged to give feedback about areas for improvement.

Chair Leeper asked if Culture N Motion would be valuable to do this year. Aman said the schedule does look pretty labor intensive for January through to the summer. Chair Leeper said the value would be the people we bring together and commented he would hate to see this let go. Missaghi said he thinks it is worth doing and we could possibly partner with Mark Weber on this. Philmon said she likes the idea of this. Chair Leeper suggested putting it tentatively in October and see if we can partner with Mark Weber.

Chair Leeper discussed the subcommittees below and asked for volunteers. They are as follows:

1. Police Community Relations Subcommittee – Skeie, Aman and Mayer
2. Iftar Subcommittee – Chair Leeper, Aliweyd and Ali
3. Native Indigenous Peoples' Heritage Subcommittee – Elassar, Lucht and Philmon
4. Census 2020 Subcommittee – Elassar, Philmon and Bhakta
5. PeopleFest! Subcommittee – Missaghi, Philmon (day of event), and Ali
6. Student Project Subcommittee – Ali, Mayer, Steidle, Bhakta
7. Culture N Motion Subcommittee – Chair Leeper and Missaghi
8. Student Liaison Subcommittee – Lucht

## HUMAN RIGHTS & DIVERSITY MINUTES

December 12, 2019

Page 6

Chair Leeper said the Commission could advise the City Council and Mayor on issues. Aman said that since we really have not done this we should be aware of it now and moving forward act on it. Missaghi said we should have an event debrief after events to share about conversations that commissioners had with participants. Chair Leeper concurred and also said at events to be aware of what people are saying.

### **B. COUNCIL WORKSHOP WORK PLAN PRESENTATION**

Chair Leeper asked who would like to be involved with the presentation to City Council. Chair Leeper said he could do it and Bhakta said he would like to assist. The date will be February 4<sup>th</sup> from 5:30 – 6:30 pm. The presentation will consist of the top 2020 events, which are:

1. PeopleFest!
2. Kickin' it with the cops
3. Culture N Motion
4. Native American Heritage Month – posts
5. Community Conversation Series
6. Human Rights Awards

Yerks asked what the 2020 goals should be. There was a discussion and they are as follows:

1. Promoting inclusivity by creating spaces for members of the community to connect.
2. Advise the City Council of successes, needs and issues through listening avenues.

2020 Initiatives were discussed and they are as follows:

1. Student event – Passport to Culture
2. Police Community Relations
3. Iftar
4. Census 2020

### **C. HUMAN RIGHTS AWARDS**

### **IX. UPCOMING MEETING**

**A. JANUARY 9, 2020**

### **X. ADJOURNMENT**

**HUMAN RIGHTS & DIVERSITY MINUTES**

December 12, 2019

Page 7

**MOTION:** Aman moved, seconded by Philmon, to adjourn the Human Rights & Diversity Commission meeting. **Motion carried 6-0.**

The meeting was adjourned at 9:12 pm



## Commission: Human Rights and Relations Commission 2019 Annual Work Plan

Initiative # 1	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input checked="" type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input checked="" type="checkbox"/> New Initiative <input type="checkbox"/> Continued Initiative <input type="checkbox"/> Ongoing Responsibility		<b>Q2 2019</b>	<input type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input type="checkbox"/> Staff Liaison: Hrs_1__
<b>R&amp;E 8.D.</b> Review and comment on staff developed protocol and procedures for applying a race and equity lens to communication content.			<input type="checkbox"/> Funds not available <i>There are not funds available for this project (explain impact of Council approving initiative in liaison comments).</i>	<input checked="" type="checkbox"/> CTS (including Video)
<b>Lead Commissioners:</b> Nelson/Arseneault/Jones				<input type="checkbox"/> Other Staff: Hrs_____
<b>Progress Report:</b>				

Initiative # 2	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input checked="" type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input checked="" type="checkbox"/> New Initiative <input type="checkbox"/> Continued Initiative <input type="checkbox"/> Ongoing Responsibility		<b>December</b>	<input type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input type="checkbox"/> Staff Liaison: Hrs_1__
<b>R&amp;E 2.A.</b> Serve on cross-commission committee to review the naming a public facility in the Grandview area after the BC and Ellen Yancey.			<input checked="" type="checkbox"/> Funds not available <i>There are not funds available for this project (explain impact of Council approving initiative in liaison comments).</i>	<input type="checkbox"/> CTS (including Video)
<b>Lead Commissioners:</b> Stringer-Moore/Epstein/Nelson <b>Partners:</b> Human Rights & Relations Commission and Parks & Recreation Commission [LEAD]				<input type="checkbox"/> Other Staff: Hrs_____
<b>Progress Report:</b>				

21

Initiative # 3	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input checked="" type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input checked="" type="checkbox"/> New Initiative <input type="checkbox"/> Continued Initiative <input type="checkbox"/> Ongoing Responsibility		December	<input type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input type="checkbox"/> Staff Liaison: Hrs_3__
<b>R&amp;E 18.E.</b> Chair/co-chair a cross-commission committee (see partners) to ensure City facility artwork and décor reflects diversity of race and culture.			<input checked="" type="checkbox"/> Funds not available <i>There are not funds available for this project (explain impact of Council approving initiative in liaison comments).</i>	<input type="checkbox"/> CTS (including Video)
<b>Lead Commissioners:</b> Meek/Stringer-Moore/Kennedy/Moss-Keys/Jones <b>Partners:</b> Arts & Culture Commission, Human Rights & Relations Commission [LEAD], and Heritage Preservation Commission			<input type="checkbox"/> Other Staff: Hrs_____	
<b>Progress Report:</b>				

Initiative # 4	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input checked="" type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input checked="" type="checkbox"/> New Initiative <input type="checkbox"/> Continued Initiative <input type="checkbox"/> Ongoing Responsibility		December	<input type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input checked="" type="checkbox"/> Staff Liaison: Hrs_3__
<b>R&amp;E 20.B.</b> Chair/co-chair a cross-commission committee (see partners) in partnership with communities of color to identify barriers for participation in programming.			<input checked="" type="checkbox"/> Funds not available <i>There are not funds available for this project (explain impact of Council approving initiative in liaison comments).</i>	<input type="checkbox"/> CTS (including Video)
<b>Lead Commissioners:</b> Edwards/Waldron/Stringer-Moore/Moss-Keys <b>Partners:</b> Human Rights & Relations Commission [LEAD] and Parks & Recreation Commission			<input type="checkbox"/> Other Staff: Hrs_____	
<b>Progress Report:</b>				

Initiative # 5	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input checked="" type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input checked="" type="checkbox"/> New Initiative <input type="checkbox"/> Continued Initiative <input type="checkbox"/> Ongoing Responsibility		<b>Q2 2019</b>	<input type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input type="checkbox"/> Staff Liaison: Hrs_1__
R&E 21.C. Review and comment on the Race and Equity policy statement developed by City staff.			<input checked="" type="checkbox"/> Funds not available	<input type="checkbox"/> CTS (including Video)
Lead Commissioners: Epstein/Edwards/Arseneault/Jones				<input type="checkbox"/> Other Staff: Hrs_____
<b>Progress Report:</b>				

Initiative # 6	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input checked="" type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input checked="" type="checkbox"/> New Initiative <input type="checkbox"/> Continued Initiative <input type="checkbox"/> Ongoing Responsibility		<b>August</b>	<input type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input type="checkbox"/> Staff Liaison: Hrs_8__
Bias Offense Response Plan review to determine if the plan should be broadened to include offenses outside of the state statute's definition of bias offense. (Review Racial Equity Recommendation 3. A.)			<input checked="" type="checkbox"/> Funds not available <i>There are not funds available for this project (explain impact of Council approving initiative in liaison comments).</i>	<input type="checkbox"/> CTS (including Video)
Lead Commissioners: Kennedy/Nelson/Epstein/Meek				<input type="checkbox"/> Other Staff: Hrs_____
<b>Progress Report:</b>				

Initiative # 7	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input checked="" type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input type="checkbox"/> New Initiative <input type="checkbox"/> Continued Initiative <input checked="" type="checkbox"/> Ongoing Responsibility		<b>April</b>	<input checked="" type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input type="checkbox"/> Staff Liaison: Hrs_12__
Days of Remembrance Event			<input type="checkbox"/> Funds not available	<input checked="" type="checkbox"/> CTS (including Video)
Lead Commissioners: Arseneault/Edwards/Moss-Keys/Epstein/Beringer/Waldron				<input type="checkbox"/> Other Staff: Hrs_____
<b>Progress Report:</b>				

Initiative # 8	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input checked="" type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input checked="" type="checkbox"/> New Initiative <input type="checkbox"/> Continued Initiative <input type="checkbox"/> Ongoing Responsibility		<b>October</b>	<input checked="" type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input type="checkbox"/> Staff Liaison: Hrs_12_ <input checked="" type="checkbox"/> CTS (including Video) <input type="checkbox"/> Other Staff: Hrs_____
Serve on a cross-commission committee (see partners) to complete requirements for Edina to receive the AARP City Designation. -Complete Walk Audit Tool Kit provided by AARP -October Senior Expo & Designation			<input type="checkbox"/> Funds not available <i>There are not funds available for this project (explain impact of Council approving initiative in liaison comments).</i>	
<b>Lead Commissioners:</b> Beringer/Edwards/Nelson <b>Partners:</b> Community Health Commission [LEAD], Human Rights & Relations Commission, Parks & Recreation Commission, Transportation Commission				
<b>Progress Report:</b>				

Initiative # 9	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input checked="" type="checkbox"/> 3 (Review & Recommend) <input checked="" type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input type="checkbox"/> New Initiative <input type="checkbox"/> Continued Initiative <input checked="" type="checkbox"/> Ongoing Responsibility		<b>December</b>	<input checked="" type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input type="checkbox"/> Staff Liaison: Hrs_8_ <input checked="" type="checkbox"/> CTS (including Video) <input type="checkbox"/> Other Staff: Hrs_____
2019 Tom Oye Award			<input type="checkbox"/> Funds not available	
<b>Lead Commissioners:</b> Arseneault/Kennedy/Stringer-Moore				
<b>Progress Report:</b>				

Initiative # 10	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input checked="" type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input type="checkbox"/> New Initiative <input checked="" type="checkbox"/> Continued Initiative <input type="checkbox"/> Ongoing Responsibility		<b>October</b>	<input checked="" type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input checked="" type="checkbox"/> Staff Liaison: Hrs_12_ <input checked="" type="checkbox"/> CTS (including Video) <input type="checkbox"/> Other Staff: Hrs_____
Sharing Values, Sharing Communities (One Event)			<input type="checkbox"/> Funds not available	
<b>Lead Commissioners:</b> Meek/Stringer-Moore/Beringer/Kennedy				
<b>Progress Report:</b>				

19

Initiative # 11	Council Charge (Proposed Charge Completed by CM) <input type="checkbox"/> 1 (Study & Report) <input checked="" type="checkbox"/> 2 (Review & Comment) <input type="checkbox"/> 3 (Review & Recommend) <input type="checkbox"/> 4 (Review & Decide)	Target Completion Date	Budget Required (Staff Liaison)	Staff Support Required (Staff Liaison)
Initiative Type: <input checked="" type="checkbox"/> New Initiative <input type="checkbox"/> Continued Initiative <input type="checkbox"/> Ongoing Responsibility		May 2019	<input type="checkbox"/> Funds available <i>Funds are available for this project.</i>	<input checked="" type="checkbox"/> Staff Liaison: Hrs 20
Serve on a cross-commission committee (see partners) to review the Public Art Program and recommend a 3-year plan for the program.			<input checked="" type="checkbox"/> Funds not available	<input type="checkbox"/> CTS (including Video)
<b>Lead Commissioners:</b> Kennedy/Stringer-Moore <b>Partners:</b> Arts & Culture Commission [LEAD] and Human Rights and Relations Commission				<input type="checkbox"/> Other Staff:
<b>Progress Report:</b>				

<b>Parking Lot:</b> (These items have been considered by the BC, but not proposed as part of this year's work plan. If the BC decides they would like to work on them in the current year, it would need to be approved by Council.)
School District Partnership (Stringer-Moore/Meek)



**HUMAN RIGHTS COMMISSION  
2019 ANNUAL REPORT AND  
2020 WORK PLAN**

## 2019 Human Rights Members

### 2019 Human Rights Commissioners

Chair, Chris Mitchell (elected June 2018)

Vice-Chair, Carrie Yeager (elected June 2018)

Jonathan Burris

Teresa Martin

Gloria Peck

Maurice Harris

Leah Persky

Eve Clarkson, Student

Destiny Nathan, Student

### City Staff

Kirsten Santelices, Human Resources Director

Maria Cisneros, City Attorney

## TABLE OF CONTENTS

2019 Human Rights Members _____	2
2019 Overview _____	4
Budget _____	4
Meetings _____	4
2019 Work Plan Accomplishments _____	4
Quarter 1: Jan-Mar _____	5
29th Annual MLK Holiday Breakfast _____	5
Sweet Potato Comfort Pie _____	5
HRC Promotional Materials _____	5
Quarter 2: Apr-Jun _____	6
Golden Valley Pride Festival _____	6
Golden Valley Historical Society Museum Tour _____	6
Special Recognition of Sylvia Kaplan _____	7
Quarter 3: Jul-Sep _____	8
Week of Service _____	8
Antisemitism, Xenophobia, and Hate: Local and Global Challenges Event _____	8
Quarter 4: Oct-Dec _____	9
Why Treaties Matter Exhibit _____	9
Bill Hobbs Award _____	9
Third Annual MLK Day Literary Contest _____	10
Conversion Therapy Ban _____	10
2019 Sampling of Media Coverage _____	11
Week of Service _____	11
Antisemitism, Xenophobia, and Hate: Local and Global Challenges _____	11
Why Treaties Matter Exhibit (Oct 1-30) _____	12
Human Rights Day (Dec 10)      Bill Hobbs Award Promotion _____	12
Restrictive Covenants _____	12
2020 Proposed Work Plan _____	13

## 2019 Overview

The Golden Valley Human Rights Commission led several initiatives in 2019. Not only did the Commission focus on some of its annual events and programs, they explored opportunities to engage with community members through new programming, events, and activities.

### Budget

For 2019, the City Council approved a budget of \$3,500.

The Commission spent \$2,466.85 (70 percent) of its budget for professional fees for speaker honorariums; cash prize for the 2019 MLK Literary contest winner; promotional stickers and bookmarks; hosting a booth at GV Pride festival; and tickets to sponsor two tables at the 2020 Martin Luther King, Jr Holiday Breakfast.

### Meetings

The HRC held eleven regular meetings, one special meeting in January, and had an option to attend the joint Board/Commission/City Council meeting in January.

### 2019 Work Plan Accomplishments

Beyond setting a work plan of specific activities and events, the Commission set specific goals for the year:

- Partner with other City human rights commissions and community service organizations on educational or outreach opportunities.
  - Explore opportunities to educate the community on voting rights.
- Update and enhance communication strategies (including providing resources through the City website).

The Commission successfully achieved all of these goals in 2019.

## Quarter 1: Jan-Mar

### 29th Annual MLK Holiday Breakfast

The Commission purchased one table (10 tickets) for the General Mills Foundation 29th Annual MLK Holiday Breakfast, and all 10 tickets were distributed.

### Sweet Potato Comfort Pie

The Commission sponsored three speakers at the Annual Sweet Potato Comfort Pies event held at Brookview Jan 20, 2019. Several Commissioners also volunteered at the event as well. The winner of the 2019 MLK Literary Contest presented her submission.

### Hopkins High School Sophomore Wins HRC Literary Contest

POSTED 01-23-2019

The winner of the Golden Valley's second annual Martin Luther King Jr Literary Contest is Brynn Hirsch, a student at Hopkins High School.

Sponsored by the Golden Valley Human Rights Commission (HRC), the contest is meant to honor the birthday and legacy of Dr Martin Luther King, Jr.

Students in grade 6–12 in Hopkins, Robbinsdale Area, Perpich, and Breck Schools entered written or audio/video work answering questions on the theme "Taking A Stand."

Hirsch, an active participant in the Hopkins High School Theater Department and a volunteer at the Hopkins Library, took first place for her essay on political protests despite doubting herself and her piece

"I had kind of convinced myself it wouldn't be me," she said. "But I was honestly so surprised and so happy and honored," she said.

When deciding to write the essay, Hirsch said it wasn't very hard to choose between the two prompts.

"I was more drawn to the second one, about participating in political protests because I already had some level of experience with it," Hirsch said. "I could draw from personal experience and the experiences of others I know, to try to convey how I feel when I speak up for change."

In addition to her prize, Hirsch also won tickets to the Jan 21 Minneapolis MLK Day Celebration and was invited to present her piece at the Jan 20 Martin Luther King celebration at Brookview.



Brynn Hirsch

*Interview with Brynn Hirsch, winner of the MLK Literary Contest*

### HRC Promotional Materials

The Commission worked closely with the City's communications team to develop a new promotional item. Together they came up with a design and ordered equALLity stickers for Commissioners to distribute at events and programs.



## Quarter 2: Apr-Jun

### Golden Valley Pride Festival

The HRC participated in the Golden Valley Pride Festival held June 9, 2019. At the booth, Commissioners distributed the newly-designed Golden Valley human rights EquALLity stickers, magnets, Human Rights Day quote bookmarks, and the HRC brochure.



*Commissioners Mitchell (L) and Peck (R) conversing with a festival attendee*

### Golden Valley Historical Society Museum Tour

The Human Rights Commission had the opportunity to host its June 25 meeting at the Golden Valley Historical Society Museum, starting with a tour of the facility.



*Commissioners on a guided tour of the Golden Valley Historical Society Museum*

## Special Recognition of Sylvia Kaplan

The Commission was approached by Council Member Joanie Clausen, who shared some history about the formation of the then Civil Rights Commission, which is now the Human Rights Commission, including details on its founders. Sylvia Kaplan, an original member of the Commission, was invited to the June 25 HRC meeting, where the Commission had the opportunity to learn about her involvement in the advancement of human rights and her passion that continues today. The Commission presented Kaplan with a certificate of appreciation for her work.



## Quarter 3: Jul-Sep

### Week of Service

The Commission chose to promote a “week of service” donation collection for Prism during the week of Sept 11. Donation boxes were set up at City Hall, Brookview, and the Public Safety building for the week. It was promoted on social media and through CCX media.

Several Commissioners also volunteered to do park clean up at Sochacki Park on Saturday, Sept 7, 2019. Several Commissioners worked for four hours cleaning up and removing buckthorn from one of the City’s parks.



### Antisemitism, Xenophobia, and Hate: Local and Global Challenges Event

The Commission worked with World Without Genocide to host a program at Brookview on critical human rights issues and provide suggestions on how individuals and cities can respond. The program also reviewed current data on hate crimes, episodes of violence, and hate speech, with a focus on how to address multiple forms of hate.



**Coexist**

#### ANTISEMITISM, XENOPHOBIA, AND HATE: LOCAL AND GLOBAL CHALLENGES

*Prepared by Ellen J Kennedy, PhD,  
World Without Genocide Executive Director*

The Antisemitism, Xenophobia, and Hate: Local and Global Challenges program is meant to inform and educate commissioners and the general public about critical human rights issues today and to suggest individual and city-wide responses.

The program will review recent data suggesting a rise in hate crimes, highlight recent episodes of violence, teach about conditions that influence hate-speech and violence, create steps to address multiple forms of hate, and much more.

World Without Genocide works to help people around the world prevent genocide by fighting racism and prejudice, advocate for the prosecution of perpetrators, and honor those whose lives have been altered by violence and injustice.

**Wed, Sept 25, 7-9 pm**  
Brookview Golden Valley  
316 Brookview Parkway S. Golden Valley, MN

Sponsored by: Golden Valley Human Rights Commission

## Quarter 4: Oct-Dec

### Why Treaties Matter Exhibit

The Commission hosted the Why Treaties Matter exhibit at Brookview during the month of October. The exhibit, presented by the Minnesotan Indian Affairs Council, Minnesota Humanities Center, and the Smithsonian's National Museum of the American Indian, features stories and voices of Dakota and Ojibwe Nations. It emphasizes American Indian independence as an ongoing continental reality and highlights the innovative ways the Dakota and Ojibwe Nations self-govern, create community, build sustainable systems, and relate to one another.



Why Treaties Matter Visitors Guide Brochure

The HRC partnered with the Hennepin County Library in Golden Valley to promote the exhibit and highlight the topic of Native American treaties.

### Bill Hobbs Award

The Commission received two nominations. After discussion at the November meeting, the Commission selected both nominees as winners for the 2019 award. Ruth Paradise was nominated for her work to preserve and create affordable housing in the City. Paradise chairs the Golden Valley Affordable Housing Coalition and is a member of the Rising TIDES Task Force. Gloria Peck was nominated for her frequent volunteer efforts with PRISM, her leadership with Spirit of Hope Church, and her work as an original organizer of the Golden Valley PRIDE festival. Peck also served on the Human Rights Commission for just over six years, where she led several committees on topics like sex trafficking, LGBTQIA+ rights, mental illness, voting rights, and more. Both Peck and Paradise were presented the award at the City Council meeting Dec 17, 2019.



Winners of the Bill Hobbs Award, Ruth Paradise (L) and Gloria Peck (R)

### Third Annual MLK Day Literary Contest

The HRC advertised a literary contest for students in grades 7-12 who live in Golden Valley or attend a school within the Golden valley school districts. Students were asked to submit written work (essay, song, or poetry) responding to one of two writing prompts under the theme of "Injustice Anywhere."

Unfortunately, the Commission did not receive any submissions for the contest this year.



HRC Community Outreach

## DR MARTIN LUTHER KING JR LITERARY CONTEST



*"Injustice anywhere is a threat to justice everywhere ... Whatever affects one directly, affects all indirectly"*  
- Dr Martin Luther King Jr

In honor of the birthday and legacy of Dr Martin Luther King Jr, the Golden Valley Human Rights Commission presents the second annual Dr Martin Luther King Jr Literary Contest.

The contest is open to students in grades 7-12 who live in Golden Valley, attend a school in Golden Valley, or attend a Robbinsdale Area District or Hopkins District school.

Winners will be announced Jan 10, 2020. They will receive a \$50 cash prize and will be asked to present their piece at the Martin Luther King Jr Day celebration Sun, Jan 19, 2020, at Brookview Golden Valley (316 Brookview Pkwy). Winners will also receive tickets to the General Mills/Minneapolis MLK breakfast Mon, Jan 20, 2020.

**2020 Theme**  
Building on Dr King's passion and leadership, students are asked to creatively respond to one of the following questions based on the theme "Injustice Anywhere":

1. How does our country's treatment of refugees, immigrants, and asylum seekers impact our various communities?
2. How does the denial of voting rights or voter suppression efforts impact our various communities?

**Submissions**  
**Written (essays, poetry, song, etc):** Submit on standard 8-1/2"x11" paper, double spaced, not to exceed 900 words.  
**Audio and Video:** Submit through YouTube or other multi-media platforms, accompanied by a transcribed version.

Submissions will be judged on inspiration, clarity, creativity, and content applicable to the theme. Entries must include:

- students name, address, phone/email, and grade level
- parent name, phone/email
- school name and teacher contact information

---

**Deadline: Fri, Jan 3, 2020, 4 pm**

<b>Email</b> ksantelices@goldenvalleymn.gov	<b>Mail/Drop-Off</b> Kirsten Santelices, 7800 Golden Valley Rd, Golden Valley, MN 55427
--	--

**Sponsored by: Golden Valley Human Rights Commission**

Literary Contest Flyer

### Conversion Therapy Ban

In November the HRC brought the topic of conversion therapy ban to the City Council with a recommendation that the Council consider researching this topic as part of its 2020 goals session. The City Council listed this topic as an item to consider at its 2020 goals session Wednesday, Jan 29, 2020.

# 2019 Sampling of Media Coverage

## Week of Service

**City of Golden Valley, MN - Local Government**  
August 2

The Golden Valley Human Rights Commission holds an annual Day of Service as a part of the National Day of Service and Remembrance on Sept 11. This year the Day of Service is being expanded to a Week of Service, Sept 9-13  
[https://www.goldenvalleymn.gov/.../human-rights-commission-t...](https://www.goldenvalleymn.gov/.../human-rights-commission-t.../)



**HRC Community Outreach**

You and 2 others

Like Comment Share

**City of Golden Valley, MN - Local Government**  
August 27

The Golden Valley Human Rights Commission's Week of Service is Sept 9-13, and residents are encouraged to take part.  
[https://www.goldenvalleymn.gov/.../human-rights-commission-w...](https://www.goldenvalleymn.gov/.../human-rights-commission-w.../)



You and 3 others 1 Share

Like Comment Share

## Antisemitism, Xenophobia, and Hate: Local and Global Challenges

**City of Golden Valley, MN - Local Government**  
September 17

Attend the Golden Valley Human Rights Commission's a community outreach program titled Antisemitism, Xenophobia, and Hate: Local and Global Challenges Wed, Sept 25, 7-9 pm, at Brookview.  
[https://www.goldenvalleymn.gov/.../attend-the-hrcs-community...](https://www.goldenvalleymn.gov/.../attend-the-hrcs-community.../)

GOLDENVALLEYMN.GOV

**City of Golden Valley, MN: Attend The HRC's Community Outreach Event Sept 25, 7 PM**

The Golden Valley Human Rights Commission (HRC) is hosting a community outreach program titled Antisemitism, Xenophobia, and Hate:...

You, Maria Cisneros and 1 other

Like Comment Share

**City of Golden Valley, MN - Local Government**  
September 23

Don't forget this Wed, Sept 25, the Golden Valley Human Rights Commission is hosting a community outreach event titled Antisemitism, Xenophobia, and Hate: Local and Global Challenges. Presenters will discuss critical human rights issues today and suggest individual and city-wide responses

Learn more > <https://loom.ly/wf2VEk8>



You and 5 others

Like Comment Share

**City of Golden Valley, MN - Local Government**  
August 13

The Golden Valley Human Rights Commission will host a community outreach program titled Antisemitism, Xenophobia, and Hate: Local and Global Challenges Wed, Sept 25, 7-9 pm at Brookview. The program will inform and educate the public on critical human rights issues provide suggestions for both individual and city-wide responses.  
[https://www.goldenvalleymn.gov/.../golden-valley-human-right...](https://www.goldenvalleymn.gov/.../golden-valley-human-right.../)



**HRC Community Outreach**

You and 7 others 2 Shares

Like Comment Share

### Why Treaties Matter Exhibit (Oct 1-30)

City of Golden Valley, MN - Local Government  
October 1

The Why Treaties Matter exhibit is now up at Brookview through the end of October.

Visit Brookview Golden Valley and learn about the new and innovative ways the Dakota and Ojibwe Nations self-govern, create community, build sustainable systems, and relate to one another.  
goldenvalleymn.gov/b.../humanrights/hrc-community-outreach php



27 3 Comments 10 Shares

Like Comment Share

City of Golden Valley, MN - Local Government  
October 23

Don't forget to stop by Brookview to learn about the Dakota and Ojibwe Nation's new and innovative ways to create community and more at the Why Treaties Matter exhibit, sponsored by the Golden Valley Human Rights Commission. The exhibit closes Oct 30.  
https://www.goldenvalleymn.gov/.../humanrights/hrc-community-...



Mana Cisneros and 19 others 3 Shares

Like Comment Share

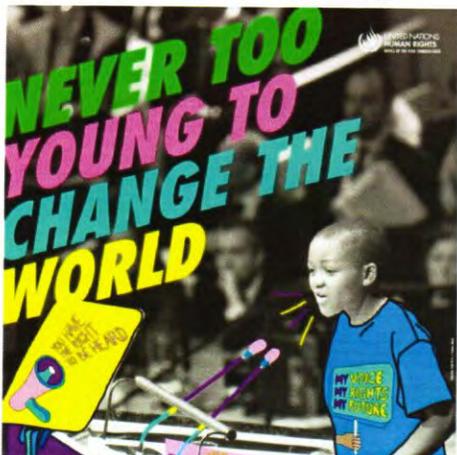
### Human Rights Day (Dec 10)

City of Golden Valley, MN - Local Government  
December 10 at 9:58 AM

Today is World Human Rights Day and the United Nations (UN) is celebrating with the theme is Youth Standing Up for Human Rights. The UN wants to make it known that no one is too young to make a positive impact on the world.

Keeping this year's them in mind, the Golden Valley Human Rights Commission wants to remind Golden Valley students in grades 7-12 to enter the 2020 Dr Martin Luther Kind Jr Literary Contest. Deadline is Jan 3, 2020, 4 pm

Learn more > goldenvalleymn.gov/boards/humanrights/mlk-day.php



United Nations Human Rights  
December 9 at 10:44 AM

Let's empower #young people to better know & claim their rights, and to be heard.

No one is too young to change the world

#StandUp4HumanRights #HumanRightsDay

You, Mana Cisneros and 3 others 1 Share

### Bill Hobbs Award Promotion

City of Golden Valley, MN - Local Government  
September 26

There are four days left to nominate a Golden Valley community member for the 2019 Bill Hobbs Human Rights Award. Click the link below to learn how to nominate someone.

https://www.goldenvalleymn.gov/.../deadline-to-nominate-for-.../

GOLDENVALLEYMN.GOV

#### City of Golden Valley, MN: Deadline To Nominate For Bill Hobbs Award is Sept 30, 4:30 PM

The Golden Valley Human Rights Commission (HRC) is accepting nominations for the 2019 Bill Hobbs Human Rights Award. The award recognizes members in the Golden Valley community who work to build an...

1 Share

Like Comment Share

### Restrictive Covenants

City of Golden Valley, MN @GoldenValleyMN Oct 15, 2019

The Golden Valley Human Rights Commission has started a new effort to provide Golden Valley residents with the tools and information needed to discharge racially restrictive covenants on their property deeds.  
goldenvalleymn.gov/newsarchive/m...



Like Comment Share

32

## 2020 Proposed Work Plan

The Golden Valley Human Rights Commission (HRC) proposes the following work plan for 2020.

Goals for this year include:

- Partner with other City human rights commissions and community service organizations on education or outreach opportunities.
  - Explore opportunities to educate the community.
- Further update and enhance communications strategies
  - Explore opportunities for community partnerships regarding human rights resources.
- Partner with Environmental Commission on environmental initiatives and the impact of climate change on Human Rights (potentially as a day of service initiative)

### Tentative Outline:

#### Q1: Jan-Mar

- ✓ Work Plan discussion (Jan)
- Co-Sponsor League of Women Voter's Race in Our Neighborhoods (Feb)
- Golden Valley Pride planning (Mar)
- Consider continuation of annual MLK Day Contest (Mar)
- Restrictive Covenant Education and Discharge Next Steps planning (Mar)
- Equal Rights Amendment and 100<sup>th</sup> Anniversary of Women's Suffrage planning (Mar)
- Reevaluate ACLU Proposed Policies (Mar)

#### Q2: Apr-Jun

- Human Rights Day planning/Human Rights City discussion (Apr)
- Day of Service planning
- Equal Rights Amendment and 100<sup>th</sup> Anniversary of Women's Suffrage planning
- Research land acknowledgment
- Golden Valley Pride booth (Jun)

#### Q3: Jul-Sep

- Complete research and provide information to the City Council on land acknowledgments (Jul)
- Human Rights Day planning
- Bill Hobbs Award promotion
- Promote Equal Rights Amendment and 100<sup>th</sup> Anniversary of Women's Suffrage (Aug)
- Day of Service (on or around Sep 11)

#### Q4: Oct-Dec

- Sweet Potato Comfort Pie planning
- Human Rights Day planning
- Dec 10 – Human Rights Day promotion
  - Bill Hobbs Award (in conjunction with Human Rights Day)
  - Partner with Golden Valley Library
- Purchase table for 2021 MLK breakfast

## Human Rights Commission

### Minutes – November 20, 2018

Westwood Room, City Hall

#### I. Call to Order

Chair Eustaquio called the meeting to order at 7:10.

##### A. Roll Call

*Commissioners Present: Maria Eustaquio, Amaya Fokuo, Marian Mohamud, Katherine Arnold, BethAnne Stolp, Emily Buchholz, Sara Wilhelm-Garbers*

*Staff Present:*

##### B. Approval of Agenda

Agenda was approved

##### C. Approval of Minutes

Minutes were approved

#### II. Kudos! Amaya Fokuo – talked about her experience at the conference

#### III. HRC Website updates:

Emily B – Gmail

Bethanne – Gmail

Maria – Gmail

Amaya Gmail

Astein – School district

Follow up via email

#### IV. HRC award Update

An update on the HRC award. The due date is the 14th of January

#### V. Voting new chair and Vice chair

Motion to elect Amaya as chair of HRC and Emily Buchholz as vice chair.

Both of these motion passed with unanimous support

#### VI. Race Equity Training event?

Event on Feb 27th or back up feb 25th. 6-8 Pm

34

Small group or intimate event. Do Race equity event twice?  
Folks who want to be in partnership with  
Reach out to Jason from Westwood.  
So each of us make a list of people who we would like to reach out to and  
Invite applicants.

**VII. Continue to build direction of HRC**

HRC updated their work plan

**VIII. Conversion Therapy**

Darius will attend the Conversion Therapy event

**IX. New Business**

The meeting adjourned at

Next meeting: January 21<sup>st</sup>

35

**Special City  
Council**

July 28, 2020

**To:** Dave Callister, City Manager**Prepared by:** Sandy Engdahl, City Clerk**Reviewed by:** Laurie Hokkanen, Administrative Services Director**Item:** Set future Study Sessions**1. Action Requested:**

Schedule Study Sessions and/or add topics as desired. Calendars are attached to assist with scheduling.

**2. Background:**

Pending Study Session Topics (at least three Council members have approved the following study items on the list):

None at this time

Other Council requests for Study Session Topics:

None at this time

Staff requests for Study Session Topics:

None at this time

**3. Budget Impact:**

N/A

**4. Attachments:**

[August](#)

[September](#)

[October](#)

[November](#)

SUN	MON	TUES	WED	THUR	FRI	SAT
						1
2	3	<b>4</b> <b>8:00 AM-4:30 PM</b> <b>ABSENTEE/DIRECT</b> <b>BALLOTING</b>  <b>6:00 PM</b> <b>SPECIAL COUNCIL</b> <b>MEETING</b> Hwy 55/I-494 Redevelopment Medicine Lake Room	<b>5</b> <b>8:00 AM-4:30 PM</b> <b>ABSENTEE/DIRECT</b> <b>BALLOTING</b> Medicine Lake Room  <b>7:00 PM</b> <b>PLANNING</b> <b>COMMISSION</b> <b>MEETING</b> Council Chambers	<b>6</b> <b>8:00 AM-4:30 PM</b> <b>ABSENTEE/DIRECT</b> <b>BALLOTING</b> Medicine Lake Room  <b>6:00 PM-9:00 PM</b> <b>Kids Fest</b> Hilde Performance Center	<b>7</b> <b>8:00 AM-4:30 PM</b> <b>ABSENTEE/DIRECT</b> <b>BALLOTING</b> Medicine Lake Room	<b>8</b> <b>10:00 AM-3:00 PM</b> <b>ABSENTEE/DIRECT</b> <b>BALLOTING</b> Medicine Lake Room
9	<b>10</b> <b>8:00 AM-5:00 PM</b> <b>ABSENTEE/DIRECT</b> <b>BALLOTING</b> Medicine Lake Room	<b>11</b>  <b>PRIMARY</b> <b>ELECTION</b> Polls Open 7:00 AM to 8:00 PM  <b>5:00 PM</b> <b>CITY COUNCIL</b> <b>FILINGS CLOSE</b>	<b>12</b> <b>7:00 PM</b> <b>ENVIRONMENTAL</b> <b>QUALITY</b> <b>COMMITTEE</b> <b>MEETING</b> Medicine Lake Room	<b>13</b> <b>5:00 PM</b> <b>CITY COUNCIL</b> <b>FILINGS</b> <b>DEADLINE TO</b> <b>WITHDRAW</b>	14	15
16	<b>17</b> <b>5:30 PM</b> <b>SPECIAL COUNCIL</b> <b>MEETING</b> Award of Bid for Plymouth Creek Center Renovation and Expansion Project Council Chambers	<b>18</b> <b>5:00 PM</b> <b>SPECIAL COUNCIL</b> <b>MEETING</b> General Fund Budget and CIP Review Medicine Lake Room	<b>19</b> <b>7:00 PM</b> <b>PLANNING</b> <b>COMMISSION</b> <b>MEETING</b> Council Chambers	20	21	22
23	<b>24</b> <b>5:00PM-7:00 PM</b> <b>SPECIAL COUNCIL</b> <b>MEETING</b> City Center 2.0 Workshop/Tour Meet at City Hall front parking lot	<b>25</b> <b>5:00 PM</b> <b>SPECIAL COUNCIL</b> <b>MEETING</b> General Fund Budget and CIP Review if needed Medicine Lake Room  <b>7:00 PM</b> <b>REGULAR COUNCIL</b> <b>MEETING</b> Council Chambers	26	<b>27</b> <b>7:00 PM</b> <b>HOUSING AND</b> <b>REDEVELOPMENT</b> <b>AUTHORITY</b> <b>MEETING</b> Medicine Lake Room	28	29
30	31					



City of  
**Plymouth**

# September 2020

SUN	MON	TUES	WED	THUR	FRI	SAT
		1	2 7:00 PM PLANNING COMMISSION MEETING Council Chambers	3	4	5
6	7  LABOR DAY CITY OFFICES CLOSED	8 5:30 PM SPECIAL COUNCIL MEETING Chicken and Bees Medicine Lake Room 7:00 PM REGULAR COUNCIL MEETING Council Chambers	9 7:00 PM ENVIRONMENTAL QUALITY COMMITTEE MEETING Medicine Lake Room	10 7:00 PM PARK & REC ADVISORY COMMISSION MEETING Council Chambers	11	12 9:30 AM-12:30 PM Plymouth on Parade City Center Area
13	14	15	16 7:00 PM PLANNING COMMISSION MEETING Council Chambers	17	18  ABSENTEE VOTING BEGINS FOR GENERAL ELECTION	19
20	21	22 7:00 PM REGULAR COUNCIL MEETING Council Chambers	23	24 7:00 PM HOUSING AND REDEVELOPMENT AUTHORITY MEETING Medicine Lake Room	25	26
27	28	29	30			

SUN	MON	TUES	WED	THUR	FRI	SAT
				1	2	3
4	5	6	7 7:00 PM PLANNING COMMISSION MEETING Council Chambers	8	9	10
11	12	13 5:00 PM SPECIAL COUNCIL MEETING Utility Study and other funds budget review Medicine Lake Room 7:00 PM REGULAR COUNCIL MEETING Council Chambers	14 7:00 PM ENVIRONMENTAL QUALITY COMMITTEE MEETING Council Chambers	15	16	17
18	19	20	21 7:00 PM PLANNING COMMISSION MEETING Council Chambers	22 7:00 PM HOUSING AND REDEVELOPMENT AUTHORITY MEETING Medicine Lake Room	23	24
25	26	27 8:00 AM-4:30 PM ABSENTEE/DIRECT BALLOTING Council Chambers 5:00 PM SPECIAL COUNCIL MEETING Utility Study/other funds if needed Medicine Lake Room 7:00 PM REGULAR COUNCIL MEETING Council Chambers	28 8:00 AM-4:30 PM ABSENTEE/DIRECT BALLOTING Council Chambers	29 8:00 AM-4:30 PM ABSENTEE/DIRECT BALLOTING Council Chambers	30 8:00 AM-4:30 PM ABSENTEE/DIRECT BALLOTING Council Chambers 6:00 PM-9:00 PM Halloween at the Creek Plymouth Creek Center	31 10:00 AM-3:00 PM ABSENTEE/DIRECT BALLOTING Council Chambers



City of  
**Plymouth**

# November 2020

SUN	MON	TUES	THUR	FRI	SAT	
1	2 8:00 AM-5:00 PM ABSENTEE/DIRECT BALLOTING Council Chambers	3  GENERAL ELECTION Polls open 7:00 AM to 8:00 PM	4 7:00 PM PLANNING COMMISSION MEETING Council Chambers	5	6	7
8	9	10 5:00 PM SPECIAL COUNCIL MEETING Budget if needed Medicine Lake Room 7:00 PM REGULAR COUNCIL MEETING Council Chambers	11  VETERANS DAY CITY OFFICES CLOSED	12 7:00 PM PARK & REC ADVISORY COMMISSION MEETING Council Chambers	13	14
15	16	17	18 7:00 PM ENVIRONMENTAL QUALITY COMMITTEE MEETING Medicine Lake Room 7:00 PM PLANNING COMMISSION MEETING Council Chambers	19 7:00 PM HOUSING AND REDEVELOPMENT AUTHORITY MEETING Medicine Lake Room	20	21 Times Vary Plymouth Arts Fair Plymouth Creek Center
22 Times Vary Plymouth Arts Fair Plymouth Creek Center	23	24 7:00 PM REGULAR COUNCIL MEETING Council Chambers	25	26 THANKSGIVING HOLIDAY CITY OFFICES CLOSED	27 THANKSGIVING HOLIDAY CITY OFFICES CLOSED	28
29	30					