

**ROBBINSDALE CITY COUNCIL
SPECIAL WORK SESSION
MAY 16, 2023
6:00 PM
Robbinsdale City Hall
4100 Lakeview Avenue North**

MINUTES

1. The work session was called to order by Mayor Pro Tem Wagner at 6:00 p.m.
2. Council Members present: Murphy, Webb, Parisian, Mayor Pro Tem Wagner, Mayor Blonigan
3. Staff present: Tim Sandvik, City Manager; Kayla Kirtz, Assistant to City Manager – Communications, Chase Peterson-Etem, City Clerk; Charnelle Dengnoue; Human Resources/Risk Management Coordinator

Discussion: Diversity, Equity, and Inclusion (DEI) Efforts

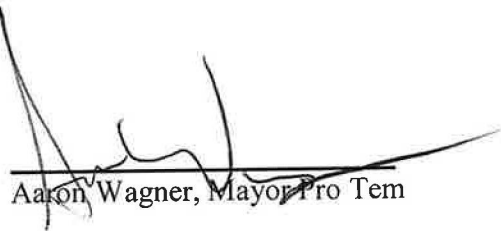
4. Sandvik introduced the discussion.
5. Member Webb shared her excitement for moving forward with DEI work and is in favor of hiring a DEI consultant.
6. Member Parisian shared that a consultant could conduct a needs analysis, assist with writing a job description, establish an onboarding plan, help define benchmarks for success, and gather community input. Mayor Pro Tem Wagner expressed interest in understanding staff's existing DEI goals. Mayor Blonigan stated his support for continuing DEI work and hiring a consultant for guidance.
7. Peterson-Etem discussed working with race, equity, and inclusion-focused staff members at a former employer.
8. Member Webb proposed the idea of hiring someone to do freelance work.
9. Member Murphy discussed additional training for department heads, and noted the importance of identifying goals if the city is to hire a consultant.
10. Member Webb and Dengnoue discussed current staff perspectives on hiring a DEI staff person. Council discussed the onboarding and transition process of a potential DEI staff member.
11. Council expressed agreement in hiring someone to assist with goal development for DEI efforts.

12. Sandvik summarized the challenges the city faces in addressing DEI efforts. Sandvik suggested training for elected officials, and bringing in a person for another work session discussion to consider the role of a consultant. Sandvik summarized internal DEI discussions and efforts.
13. Council discussed ideas for bringing in an external person to assist with goal setting. Member Parisian mentioned coming away from the goal session with concrete action items and written definitions for DEI. Member Webb mentioned updating the City's mission and vision statement. Council discussed the involvement of department heads.
14. Council discussed a target date to host the follow-up goals discussion within the next two months.

ADJOURNMENT

15. Mayor Pro Tem Wagner adjourned the meeting at 6:53 p.m.


Kayla Kirtz, Recorder


Aaron Wagner, Mayor Pro Tem