

MINUTES

ROLL CALL

Members Present: Beahen, Fox, Lee, Nailon, Ralston Aoki, Smith

Members Excused: Kirkeeng

Staff Present: O'Donnell

Others Present: Matt Murphy, Dan Dlugose, Raymond Blackledge

APPROVAL OF AGENDA

MOVED by Nailon, second by Beahen, to approve April 24, 2025, meeting agenda. **MOTION CARRIED.**

MOVED by Beahen, second by Smith, to approve minutes of March 27, 2025. **MOTION CARRIED.**

MOVED by Smith, second by Fox, to approve special meeting minutes of April 7, 2025.

MOTION CARRIED.

MOVED by Ralston Aoki, second by Beahen, to approve special meeting minutes of April 12, 2025. **MOTION CARRIED.**

CONSIDERATION OF MINUTES

- A. Minutes from HRC meeting 3/27, HRC Special Meeting 4/7 and HRC Special Meeting 4/12.

CHAIR REPORT

The commission currently has 4 vacancies. There are 2 interested applicants in attendance at this meeting. All present introduced themselves. Chair Ralston Aoki gave an overview of the Human Rights Commission (HRC) to advise and educate, also involved with community events. Fox read from the Human Rights Act.

All shared uplifting and inspirational songs/music.

Council Member Blackledge is visiting to show his personal support of the HRC. He thanks everyone for their work and time. He suggested there should be a document created to hold the City Council accountable.

Chair Ralston Aoki noted:

1. There was a county adult resources services representative at the recent MAC meeting.
2. There is an event on Saturday, April 26, 2025, to recognize public safety - Police and Fire.
3. Captain Elder was at the MAC meeting and noted that the Robbinsdale Police Dept has no involvement with ICE

OLD BUSINESS

A. Discussion of HRC presentation to Council Ralston Aoki shared that the pro-community resolution will be presented at a Council meeting and discussed at a future work session.

Fox suggested adding a summary.

Discussion of HRC presentation to Council continued -

Council Member Blackledge added a thought to break up into 3 sections. Smith concurs with Fox and notes that the preamble says a lot.

Discussion moved into agenda item B under Old Business - Pro-Community Resolution

B. Pro-Community Resolution: Ralston Aoki suggested creating a new first paragraph to present at the next City Council meeting and suggested a motion.

MOVED by Nailon, second by Beahen, to amend the draft resolution to include a preamble/summary.
MOTION CARRIED.

Briefly discussed Republic Services fees and the park re-naming policy.

C. RPHC Work and Community Engagement Ralston Aoki is reviewing community engagement and relations. Multi-housing/rental.

Robbins Landing meeting and event collaborations. May 29 heroes' event (Fire Dept.), 5:30 p.m.

Building trust and community.

Beloved community idea- Ralston Aoki meeting with St. Joan's on May 12.

Visitor Dan Dlugose added that the transit center could be a good focus to get information to unhoused people with a list of churches that have free meals. Ralston Aoki asked for this item to be on New Business at the next meeting.

MOVED by Beahen, second by Smith, to coordinate with the May 29 event with a disabilities tenants rights advisory group. **MOTION CARRIED.**

D. Developing a Communications Plan for Human Rights-Related Information and HRC Activities: Nailon drafted a plan (DEI piece) to have a page in the Birdtown Brief once per month. Start in June? This can be further discussed in the May meeting.

Smith departed at 8:37 p.m.

E. Obergefell Educational Event Discussion about hosting an event in July. Need a venue and date. Speakers and format are in the works. Make it a positive title. Others possibly on board- New Hope, Golden Valley, Outfront MN

The commission asked if staff (Joanna) could inquire about any funds that might be available. Possibly have the event at Robbinsdale Community Center with school district approval.

Schedule a sub-committee meeting for May 3, 10:30 am, Sanborn Park. Staff will reserve.

- A. Discussion of HRC presentation to Council
- B. Pro-Community Resolution
- C. RPHC Work and Community Engagement
- D. Developing a Communications Plan for Human Rights-Related Information and HRC Activities
- E. Obergefell Educational Event

NEW BUSINESS

- A. HRC Presentation to the Chamber on May 20th 12:00 p.m. at the Wicked Wort
The Chamber presentation will be about the HRC and DEI

MOVED by Ralston Aoki, second by Nailon, that the HRC participate in educational event with Chamber - blurb approved with addition of 'diversity'. **MOTION CARRIED.**

- B. HRC at Whiz Bang Days - table until May meeting

- A. HRC Presentation to the Chamber on May 20th, 12:00 pm at the Wicked Wort
B. HRC at Whiz Bang Days

COMMISSIONER REPORTS

Fox requested that the applications of Matt Murphy and Dan Dlugose be shared for the HRC's perusal.

Beahen will be in attendance at the May meeting, but it will be her last one. She will be moving out of Robbinsdale but still plans to support the HRC.

OTHER BUSINESS

MOVED by Ralston Aoki, second by Beahen, to support the applications of Matt Murphy and Dan Dlugose for Council's consideration. **MOTION CARRIED**

ADJOURNMENT

The meeting adjourned at 9:05 p.m.

MINUTES

ROLL CALL

Commissioners Present: Ralston Aoki, Fox, Nailon

Public Present: Karen Thompson, Patty Bresser, Ari Nason

NEW BUSINESS

A subcommittee for the purpose of planning a community event - with a working title of the Obergefell Event - met at Sanborn Park to further discuss the Robbinsdale Human Rights Commission sponsoring a community/educational event regarding the erosion of human rights for the LGBTQ+ community, and the need for protection of human rights for everyone.

A venue and date for the event was discussed. Commissioners Fox and Ralston Aoki shared information from inquiries of local venues. Consensus was to hold the event at the Robbinsdale City Hall chambers and 6 corner room with the date of Saturday July 26th and a 1 pm start time. Commissioner Fox will contact city staff to reconfirm availability for that date. OutFront MN is confirmed as a presenter, as are Thompson/Bresser.

Also discussed was the availability for information tables, refreshment table, A/V access at city hall and options to advertise the event. Nailon and Nason would pursue possible a MC/Moderator for the event. Additional collaborators were discussed. Ralston Aoki will reach out to the Minnetonka DEI Commission. Golden Valley DEI Commission and New Hope HRC have already agreed to collaborate for the event. Nason stated that OutFront MN can assist with graphics and advertising.

The next Obergefell Event Subcommittee meeting will be held on June 21st at 10:30 am.



City of Robbinsdale

4100 Lakeview Avenue North
Robbinsdale, Minnesota 55422-1898
Phone: (763) 537-4534
Fax: (763) 537-7344

Diversity, Equity, and Inclusion (DEI)

City staff began an ad hoc cohort to discuss and consider the many considerations and perspectives through the DEI lens. These conversations gained momentum this past summer and fall, and after understanding Council support for these discussions, staff looked to address:

- As an organization ('the City') who do we serve?
- Why is DEI a priority?
- How do we promote DEI efforts?

Statement on Diversity, Equity, and Inclusion (DEI)

The City of Robbinsdale strives to be an accessible, welcoming and inclusive place for all. We are committed to promoting respectful conduct, equitable service, and diversity in our community and programs. We condemn discrimination by or against residents, visitors, workers, city employees or city businesses. In all that we do as a City government, we pledge to treat everyone with dignity, integrity, respect, and without bias, regardless of their race, creed, religion, national or geographical origin, educational background, gender, marital status, familial status, immigration status, gender identity, sexual orientation, age, income, ability/disability, or veteran status.

Diversity – Diversity may be considered the presence of variety in one place, often observed through demographics as measured by the U.S. Census Bureau.

Equity - The term "equity" refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.

- A working definition of equity, to be considered: *Equity is achieved when a person or group's demographic(s) no longer predict their potential for access and success.*

Inclusion – when a group or experience is comprised of many different types of people (diversity) who are being treated fairly and just.

This document has been created to serve as a framework for ongoing discussion(s) with staff, City Councilmembers, and the community as a whole. While it is intended to create and guide discussion, staff who completed this version recognize that everything from definitions, to how/why, to execution strategies, must be considered for alterations from time to time. Ultimately, as City Council considers and directs policy, the City Manager will execute their powers as described in the City Charter, while considering the DEI lens.

Who do we Serve?

When considering “the City”, it's important to consider who we serve. From the City Council to all City staff, we recognize we serve residents, business, and visitors to our community. Additionally, these efforts lend a lens to our internal operations, through recruitment and retention.

Why is DEI a priority?

Studies show that diverse teams and inclusive cultures lead to higher individual performance, with all employees being more engaged and motivated. It is also associated with higher group performance because diversity of thought and experience leads to better decision-making, particularly when compared to more homogenous groups. A diverse workplace is an important asset, since it acknowledges the individual strengths of each employee and the potential they bring to the organization.

Valuing the differences of others is what ultimately brings us all together and can be the secret to a successful, thriving workplace and a fair work culture. Diversity and inclusion (D&I) is more than policies, programs, or headcounts. By being Equitable, we would outpace our competitors by respecting the unique needs, perspectives and potential of all our team members. As a result, by creating a diverse and inclusive workplace, we as a city can earn deeper trust and more commitment from our employees.

Execution

To frame our efforts through the DEI lens, it may be helpful to consider three areas: Policy Making (Council), recruitment/retention (internal operations), and the programs and services we provide. Staff can provide additional information on each of the following examples:

Policy Making (City Council)	Recruitment/Retention (internal operations)	Programs and Services (Public facing)
1. Strategic planning (Comp Plan, CIP, etc.) 2. Policy Considerations 3. Individual Projects	1. Recruitment: Blindfold method, Diversify interview panels, implicit bias training, continued conversation about workplace culture 2. Retention: Trainings (DEI - Leadership Quotient, CIT/Implicit Bias Training (all sworn officers), DEI training w LMC, Implicit Bias (internal) 3. Culture through structure: Paid parental leave, VTO, Dress Code, attend career fairs, increase footprint, utilize exit interviews	1. Communications = Engagement (update strategy, start translating additional materials, etc) 2. Parks Programming and Events 3.

DEI Committee Annual Plan 2025

In 2025, the activities of the DEI committee will be focused on the following initiatives:

Programs and Services:

1. Coordinate two Lunch and Learn events in 2025 with a DEI focused topic.
2. Coordinate a quarterly cultural event for staff (for example, a Black History Month celebration).
3. Create a list of resources including articles, book lists, guided discussions, etc. to be shared in a Sharepoint page.

Internal Operations:

1. Present annual plan to the Management Team and begin a dialogue on what the DEI committee could do that might help their department become more inclusive.
2. Research and recommend a translation tool that can be used to help customers who may not be fluent in English.
3. Continue to improve onboarding processes to make the City more welcoming for all employees.

Policy making:

1. Research and make a recommendation(s) about the possible adoption of an Equity Lens Toolkit.
2. Research and recommend a policy encouraging the City to work with small/minority/women (SMW) owned business establishments located within Robinsdale when possible, for procurement of goods and services.