

MINUTES
OF THE REGULAR MEETING OF THE
EDINA HUMAN RIGHTS & RELATIONS COMMISSION
JULY 24, 2012
7:00 PM

I. CALL TO ORDER

Chair Kingston called the meeting to order at 7:00 PM.

II. ROLL CALL

Answering roll call were Chair Kingston, Commissioners Bigbee, Newell, Seidman, Stanton and Winnick. Staff present: Lisa Schaefer, Human Resources Director and Staff Liaison; Karen Kurt, Assistant City Manager; and Ari Klugman, City Manager Intern.

III. MEETING AGENDA APPROVED

Motion was made by Commissioner Bigbee and seconded by Commissioner Seidman approving the meeting agenda of July 24, 2012.

Ayes: Bigbee, Kingston, Newell, Seidman, Stanton, Winnick.
Motion carried.

IV. CONSENT AGENDA ADOPTED

Motion was made by Commissioner Stanton and seconded by Commissioner Seidman to approve the June 26, 2012 minutes with the following changes:

IV.A. Turning Val Burke's recommendation into action, Commissioners ~~Stanton and Newell~~ met with Greg Hanks, Director of the Southdale YMCA, to see how they are tapping into the community and what is working well.

IV. B. Delete "This event was pulled off the Commission 2012 Work Plan" and replace with "Prior to leaving the meeting, Chair Kingston announced the subcommittee decided to cancel this event and pulled it off the Commission 2012 Work Plan.

IV. C. Delete "No correspondence or petitions were received." and replace with "Prior to leaving the meeting, Chair Kingston stated (i) HRRC was all copied on an email from Laird Beaver and she would respond to him; (ii) She had sent out resolutions from other cities for the subcommittee to review".

Ayes: Bigbee, Kingston, Newell, Seidman, Stanton, Winnick
Motion carried.

V. COMMUNITY COMMENT

There were no community comments.

VI. REPORTS/RECOMMENDATIONS

VI.A. Boards and Commissions Survey Results

Assistant City Manager Karen Kurt presented the results of the Boards and Commissions Survey.

- Staff Liaison Schaefer noted she will send out an electronic copy of the survey that will be easier to read.

Assistant City Manager Kurt noted:

- Joel Stegner volunteered as the survey coordinator and helped the City evaluate the Boards and Commissions survey staff conducted earlier this year.
- Strong response rate from the HRRC and all Boards and Commissions.
- The average tenure of an HRRC member was 2.6 years, about average for all Boards and Commissions. Depicts a trend of relatively new members serving their first term on a Board or Commission.
- There were some clear areas where improvement was needed across all boards.
 - The interview and application process- Staff is planning to work on improving this process, hopefully offering testimonials from current members about what it is like to be a member and the type of work the Board and Commission does. Staff also hopes to make short videos people can watch to learn about the Boards and Commissions.
 - Chair Kingston suggested putting together standard job descriptions and explanations of what is expected of a member of that board.
 - Assistant City Manager Kurt responded that is a possibility as part of the application, so people are aware from the very beginning what they are applying to be part of.
 - Orientation process
 - Commissioner Seidman asked when the new members joined the Boards and Commissions and if the City was currently looking for new members?
 - Assistant City Manager Kurt replied in January we will begin accepting new applications. Right now the council just finished looking at Student Applications.
 - Training- Staff will be working on this area, particularly training for chairs.
- The HRRC was fairly average in activities but there were several notably lower areas:
 - Topics discussed:
 - Effective use of time:
 - Public Participation:
 - Communication of results.
- In regards to time members spend outside of the meeting working on HRRC materials, the HRRC is a little higher than average. The survey asked a follow up question about how people felt about the time commitment; overall the comments were positive from HRRC members about the time being appropriate.
 - Commissioner Seidman asked if the Boards are lower, what the Council/Staff plans to do to raise the results.
 - Assistant City Manager Kurt stated the City is focusing on common overall areas of concern across all boards, some of the individual board or commission items the group will need to focus on. This could be done by group conversations about the areas that are lower and internally working to improve/resolve those items.
 - All comments associated with the responses are in the back of the power point.
- Work plan:
 - The HRRC was ahead when it came to the development and use of a Board and Commission work plan.
 - The Council, Staff and Boards and Commissions all agreed work plans would be valuable. The first draft of the formalized work plan for all of the Boards and

Commissions is due in September and will be communicated on at the September 19th, work session with the council.

- Council providing direction to Boards and Commissions:
 - The development of work plans and the joint work session between the Council and Boards and Commission Chairs on September 19th will be an opportunity for direction to be given by the Council to Boards and Commissions.
- Recommend serving on a Board or Commission to others:
 - HRRC members felt they would recommend service to others.
- Recommendations Slide was put together by Joel Stegner, the volunteer coordinator and the recommendations are based off his analysis.
 - Opportunity for cross-pollination between different boards and commissions, will hopefully be discussed and worked on by having all of the Chairs present at the September 19th meeting sharing their work plans.
- The last slide is what the City has done to improve the process already.
 - Commissioner Newell suggested a more interactive training process.
 - Commissioner Winnick asked about the new website and about the content for the HRRC page being new?
 - Assistant City Manager Kurt responded the content has only been migrated for now, Staff does plan on updating the information though.
 - Commissioner Seidman asked about Student interviews.
 - Assistant City Manager Kurt stated the Council just wrapped up the interview process.

Commissioner Erhardt arrived at 7:20 PM.

VI.B. 2012 WORK PLAN UPDATE

i. Draft of Domestic Partnership Ordinance Revisions

Commissioner Cashmore is working on a draft of the Domestic Partnership Ordinance, but was unable to attend the July meeting; the board should receive the draft at the August meeting.

ii. Draft of Editorial Regarding the Impact of Marriage Amendment on Edina

Commissioner Stanton presented a draft for consideration by the HRRC.

- Suggestions:
 - Listing Edina Businesses who have come out against the marriage amendment.
 - Listing Edina/local churches that have come out against the marriage amendment.
 - Looking at Outfront Minnesota to see what companies offer domestic partner benefits in Edina as a means to help identify those who have come out against the marriage amendment.
 - Specific businesses to investigate: United Healthcare, Cargill and Best Buy.
 - Looking at which Universities have come out against the amendment:
 - University of Minnesota
 - Minnesota State Colleges
 - Private schools

- Suggested political leaders, like Arnie Carlson. Winnick stated some of the reason the opposition hasn't been very loud is because a lot of the "yes" people are working quietly behind closed doors. It might be good to use some of these really well written quotations.
- Concern for the length of the editorial.
- Referencing some of the big names might draw people in.
- Chair Kingston complemented the use of the City Code, stating using the code really exemplifies this is not just words, Edina stands for this.
- Changing the word tolerance to inclusiveness and moving the section to the top, because of its Edina focused rhetoric.
- Still want editorial to end on a powerful statement. Suggestion to move the economic competitiveness to the end and put a focus on Edina Companies in the economic competitiveness section could provide the Edina focus at the end as well.
- Commissioner Newell suggested possibly cutting of the section on Constitutional Inflexibility, because it is a focus on structure and how we govern ourselves rather than the immediate decision. Commissioner Winnick stated at first he had the same impression, but after re-reading the section he believes it would be a good reminder and could inform those who are not aware of the permanent nature of an amendment versus a statute. Chair Kingston commented she likes the section being included because it talks about what it really means to change the constitution. Commissioner Kingston suggested leaving the Constitutional inflexibility unless the editorial needed to be cut.
- Commissioner Stanton brought back up the section on adding political leaders to clarify. Commissioner Seidman suggested it would be good to have supporters on both political parties.
- Investigating if any athletes or sports figures had come out against the amendment.

Motion was made by Commissioner Winnick and seconded by Commissioner Seidman to have Commissioner Stanton revise the draft with the direction given and work with Communications and Technology Director Jennifer Bennerotte to format the editorial.

Ayes: Unanimous- Bigbee, Newell, Stanton, Seidman, Kingston, Winnick, Erhardt
Motion carried.

iii. Draft Resolution Related to Super PACs

Commissioner Kingston introduced a draft resolution on Super PACs titled supporting a United States Constitutional Amendment to Regulate Corporate Political Spending and Campaign Financing, on behalf of Commissioner Finsness who was unable to attend the meeting.

- Correct mistake in the fifth whereas, the word Minneapolis needs to be replaced with Edina.
- Commissioner Stanton commented he believes the Supreme Court's ruling was a bad decision, but is straining to relate the issue to human rights.
- Commissioner Winnick stated we deal in human issues this could be a start of a slippery slope. Where does the human rights line fall? Commissioner Newell responded she does not think the issue is a stretch, the decision dilutes human value and warps the system.

- Need to identify Edina Connection and tie decision directly to its impact on Edina. Are there corporations influencing Edina? Possible political contributions in Edina’s legislative races? For instance, In Edina we want fair elections without corporations influencing Edina voters.
- Commissioner Bigbee stated you cannot see the contributions, because it is anonymous. Think of big companies influencing Minnesota Mines or buying property in Edina.
- Suggestion to insert “including the ability to impact elections and government activities within the City of Edina” to the eighth whereas section.
- Concerns over the timing of the release. The board just presented an editorial that talks against using constitutional amendments and now is suggesting one by resolution.
 - Commissioner Stanton points out for this issue a constitutional amendment is the only method available.
 - Commissioner Newell asks what the urgency was. Chair Kingston explains there is a resident actively pursuing this issue.
 - Commissioner Seidman points out by the time bring back this resolution with the changes in August and then move it to Council the timing will not be as big of a problem.
 - Commissioner Winnick suggests tabling the issue until Commissioner Finsness is present to answer questions.
- Commissioner Stanton brings up the voter ID amendment having more urgent implications than the Super PAC resolution.
 - Commissioner Erhardt told the group the State Courts will not have a decision until August, which does not leave us a lot of time if they decide to uphold the amendment. Saint Louis Park has already passed a resolution. Commissioner Erhardt also presented some numbers of disenfranchised voters from the Secretary of States office.
 - Commissioner Bigbee questioned if a resolution is the best method of handling this? Is another method better for getting notice?
 - Chair Kingston commented some of the other resolutions have had activity of the facebook page, Politics in Edina. The resolutions have created some discussions in various forums, and gotten some other cities to follow suite passing similar resolutions.
- Commissioner Stanton pointed out this issue is more difficult than the marriage amendment in Edina. A lot of people believe voter fraud is a big problem, despite there being no known case of voter fraud related to voter ID.
 - Chair Kingston suggested bringing the issue back to Edina Residents, talking to the City Clerk. Numbers should be found on how many disenfranchised voters in Edina will be affected, for instance new, students, elderly, moved, recently married, etc. The focus should be on what really will happen if the amendment is passed. The City has not seen any voter fraud, but X% of residents will not be able to register each year. Seniors living in new facilities who haven’t gotten new ID’s, we will be taking away their rights to vote.
- Commissioner Newell will work with the City Clerk and Communications and Technology Director Jennifer Bennerotte on a Q&A article about the subject to get Edina focused information, Commissioner Bigbee will assist in editing the article.
- Commissioner Stanton and Commissioner Erhardt will form a sub-committee to draft a resolution for August.

- Commissioner Erhardt suggests including the costs of the voter ID in the article.
- Chair Kingston points out a lot of people are unaware the amendment will take away same day registration for everyone, even if you do have proper identification. If there was a problem at the DMV there will be no way to fix the situation in time for the person to vote.
- Commissioner Erhardt points out many seniors who do not drive will not have a means to validate themselves as residents.
- Chair Kingston states next month we will come back to this issue with the drafted resolution and Q&A information and we will decide what we want to do.

iv. General Updates on Work Plan

Work Teams gave updates according to the 2012 HRRC Work Plan

- i. Monitor Domestic Partner Ordinance (Cashmore & Winnick)
 - Chair Kingston states Commissioner Cashmore will bring this information to the August meeting.
- ii. Initiate Census Research Funding Recommendation (Stanton & Newell)
 - No update for this month.
- iii. Anti-bullying Event and Education (Finsness & Bigbee)
 - Chair Kingston states book suggestions were due to Commissioner Finsness.
 - Commissioner Bigbee explains his understanding is the book group will be selecting the books, we were just making suggestions. The target date for the event is early 2013. The current focus for anti-bullying is primarily on Edina Reads for now.
- ~~iv. Marriage Amendment Forum (Stanton & Finsness)~~
 - No update.
- v. Diversity Awareness Event (Cashmore & Kingston)
 - Chair Kingston said that at the June meeting an explanation was requested for why the event was dropped from the plan. At the May meeting there was a lot of disagreement about this event and it did not seem worth pursuing. The subcommittee would focus on other issues.
- vi. Tom Oye Award Criteria (Finsness & Winnick)
 - Commissioner Winnick states this has been put off until the August meeting at Commissioner Finsness' request.
- vii. Supreme Court Decision on Super PACs (Finsness)
 - Notes to be sent to Commissioner Finsness and edited resolution should be presented in August.

VI.C. 2013 WORK PLAN

Staff Liaison Schaefer explained the 2013 draft work plan needs to be completed and submitted to Assistant Manager Kurt by September 7, 2012. The HRRC will need to discuss strategies for the 2013 work plan to prepare for approval by the HRRC at the August meeting. The Chairs present at the September 19th work session but the work plans won't be approved by the Council until around January.

- Tom Oye Award: Commissioner Winnick suggested considering moving the Tom Oye award off of an annual award to a more occasional award as qualified candidates are presented.
 - Chair Kingston stated we still want to keep the award, either way on our radar as an annual duty. If we are going to change the award to a non-annual event, we need to know by our August or September meeting so we can pull it from About Town.
- Broader focus: Commissioner Bigbee suggested the work plan could have a focus on the broader human rights in Edina next year when we are not so busy with election items. For instance, transportation needs. There are no sidewalks on France leading to that bus stop. The City has been working on this, but items like this that we see could be a good venue to bring them up. For instance, housing needs, economic development and public policy influence on the residents of Edina. We could work on setting a direction for the future of human rights in Edina. Look at the Community, evaluate broadly how we are doing with human rights in Edina. One particular area is with the increase in diversity.
 - Chair Kingston stated Commissioner Stanton and Newell are working with the Y on some of these issues but we could work to get out more in the community to find areas.
- Domestic Violence: Commissioner Newell stated she would like to work more with domestic violence victim's support.
- Commissioner Bigbee suggested having a session dedicated to what we want to do in the future.
- Edina's Wikipedia Commissioner Newell suggested changing the Edina Wikipedia page to mention some of the policy work.
- Health Care: Commissioner Newell also suggested getting some informational presentations on the health care act, maybe working with the Community Health Committee or medical providers in the area.
 - Chair Kingston questioned whether the Community Health Committee is meeting more than four times a year, Staff Liaison Schaefer will check on their meeting status.
 - Commissioner Erhardt agreed about working on Health Act information, stating there is not a lot of clear unbiased knowledge.
 - Commissioner Bigbee questioned whether the HRRC is the best group to focus on this issue.
 - Commissioner Newell stated health care is a human right.

VII. CORRESPONDENCE AND PETITIONS

No correspondence or petitions were received.

VIII. CHAIR AND COMMISSION MEMBER COMMENTS

- Chair Kingston shared Edina Magazine is going to publish an article on the conflict free materials resolution.
- Chair Kingston reminded the committee to please get all information, action items and handouts in a week before the meeting so Staff can include the information in the packet.

IX. ADJOURNMENT

There being no further business on the Commission Agenda, Commissioner Stanton made and Commissioner Seidman seconded a motion to declared the meeting adjourned at 9:00 PM.

Respectfully submitted,

Minutes approved by HRRC, July 24, 2012

Ariel Klugman, City Manager Intern

Jessica Kingston, HRRC Chair