

**EDINA HUMAN RIGHTS & RELATIONS COMMISSION
TUESDAY, OCTOBER 27, 2009
7:00 PM – MAYOR’S CONFERENCE ROOM**

Members Present

**Arnie Bigbee
John Cashmore
Lisa Finsness
Jessi Kingston
Bob Mayer**

**Shara Mohtadi
Meg Newell
Ralph Overholt
Russ Stanton
Emma Weisberg**

Staff

Susan Howl

Minutes Approved

Member Finsness seconded Member Cashmore’s motion to approve the minutes of September 22, 2009; the motion carried.

By-Laws Revisions Reviewed

Chair Stanton and Member Newell each presented a draft of new Commission by-laws. Discussion took place regarding proper notice given to the public regarding meetings and meetings of an emergency nature. It was pointed out that the Commission was created by an ordinance to be an advisory body of the City Council with specific duties. The by-laws must be tied back to this City ordinance.

Member Cashmore seconded Member Mayer’s motion that the By-Laws Sub-Committee reconvene to work the two drafts into one new by-laws document for approval at the next Commission meeting. The motion carried.

Report Given on the School District Diversity Council

Chair Stanton and Member Finsness recently met with Gwen Jackson, the School District’s Director of Human Resources and Administrative Services. At this meeting, it was disclosed that there no longer is a diversity council at the schools; however, there is a multi-cultural liaison in place. In order to study and review the needs at the schools, the District has hired the consultant who has been working with the WMEP schools. Mrs. Jackson indicated that she would like to connect with the Commissioners and be able to attend their meetings.

Member Overholt seconded Member Mayer’s motion to invite Mrs. Jackson and the liaison to a Commission meeting in order to learn about bullying programs that are currently in place at the School District; the motion carried.

Domestic Partner Process Reviewed

Chair Stanton reported that he had visited with Ceil Smith, the City’s Assistant to the City Manager, regarding union and personnel policies pertaining to sick leave. A sub-committee consisting of Members Bigbee, Cashmore and Kingston will bring back recommendations to the full Commission in order to develop a report/ordinance revision to present to the City Council. Input from Phil Duran, legal counsel for OutFront Minnesota, will be included. Things that will be considered are:

- Bereavement and sick leave recommendations**
- Establishing a registry like that of Duluth, Minneapolis and St. Paul**
- Language stating that contractors working with the City need to provide bereavement and sick leave benefits for their employees**

Commissioners Updated on Budget Presentation to the City Council

Chair Stanton reported on his presentation made to the City Council Members at their work session on October 20, 2009, pointing out the following recommendations:

- That the dollars allocated to STAND be transferred over to an operational line within the HRRC budget so that the money can be used for speakers at educational events and for other community activities
- That the money allocated to the ABC Program be redirected to the other providers, because the City is not able to use public dollars in ways that do not provide direct service

Member Finsness seconded the motion of Member Kingston that the money recommended to fund STAND be transferred over to the Commission's operational budget; the motion carried with one nay and one Commissioner abstaining.

Member Mayer seconded the motion of Member Kingston to invite the City attorney to the next meeting in order to clarify the protocol for the funding of human services by the City; the motion carried.

Report Made by New Appointee to the Edina Community Council

Member Finsness shared that she had attended her first meeting of the Edina Community Council on October 20th and that the group was a diverse body of representatives from the community. This will be a good opportunity to learn and feed information to the Commission from the Council, as it supports the operations of the Edina Resource Center and benefits from a family services collaborative.

Next Meeting Date Announced

The majority of Commissioners agreed that the Tuesday before Thanksgiving would work for the date of the next meeting—November 24th at 7 PM.

Adjournment

There being no further business, the meeting was adjourned at 9:05 PM.

Respectfully submitted,

Russell Stanton, Chair
Edina Human Rights & Relations Commission

RS/sh