

**MINUTES
OF THE ANNUAL MEETING OF THE
EDINA HUMAN RIGHTS & RELATIONS COMMISSION
NOVEMBER 22, 2011
7:00 PM**

I. CALL TO ORDER

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

II. ROLL CALL

Answering rollcall were Commissioners Bigbee, Finsness, Mayer, Newell, Seidman, Stanton, Winnick, Student Members Aderhold and Nolan, and Chair Kingston. Staff present: Lisa Schaefer, Human Resources Director, and Susan Howl, staff liaison.

III. MEETING AGENDA APPROVED

Motion by Commissioner Stanton and seconded by Commissioner Newell approving the meeting agenda of November 22, 2011, with the addition of Item VI.H. Human Rights Conference.

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

IV. CONSENT AGENDA ADOPTED

Motion by Commissioner Mayer and seconded by Commissioner Seidman approving the consent agenda as follows:

V.A. Approve regular meeting minutes of October 25, 2011.

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

V. COMMUNITY COMMENT

There were no community comments.

VI. REPORTS/RECOMMENDATIONS

VI.A. CENSUS DATA UPDATES REPORTED

Commissioner Stanton shared that HRRC could investigate ways to fund a census data report for future planning. Edina is rapidly changing, as seen in the divided economics within the community. In a portion of the northeast quadrant, the median family income is \$178,000, while the amount is \$39,000 in a portion of the southeast quadrant. Edina's population is becoming more diverse, with 27% foreign born in the southeast quadrant.

Amber Cameron, Edina Resource Center Manager, presented a power point of the 2010 census data. She referenced the New York Times innovation entitled "Mapping America Every City Block" which allows a person to explore a variety of demographics such as race and ethnicity, income, education and housing/families.

- With growing disparities in Edina, the question becomes how to shift Edina's resources.
- There has been a decrease in the White population—the largest decrease seen in the southeast quadrant.
- In every area of Edina, the median home value has increased.
- People are not accessing the resources that are available to them. The Resource Center seeks ways to reach the diverse populations and work with Richfield schools in the southeast quadrant—i.e. scholarships for enrichment classes.
- There has been an increase in family wealth in people over 65 and a loss in income in people under 35.

- There are many calls to the Resource Center from the senior population, while there are fewer calls from young families and the populations between 18 and 25.
- The Edina Community Council, the Resource Center’s advisory body, continues to seek ways to market the services of the Center to all the populations in Edina.
- A challenge exists in finding ways to bring inclusive togetherness into neighborhoods which have greater affordable housing opportunities.
- A do.Town grant will provide classes and services to the less fluent populations. This effort could become a satellite office of the Resource Center.

Daryl Coppoletti, Regional Planning Coordinator of the Hennepin South Services Collaborative (HSSC), provided a power point of census information in Edina and the south Hennepin community.

- Trends are the same in all the communities, while issues may be different.
- The senior population throughout the communities is now eight to ten percent.
- The following facts were presented regarding the low income residents of Edina: households are earning less money; more people are living in poverty; fewer families are living in poverty; more children are qualifying for free or reduced lunch; more homeowners are cost burdened by housing costs; and foreclosures continue to rise.
- Research could be undertaken to learn how these changes in Edina will impact the needs for services.
- If Edina wanted to undertake a study regarding demographics and emerging issues, the following topics could be investigated: occupational re-training for the unemployed; barriers to building affordable housing; the growing wealth gap; transportation; and poverty.
- A study undertaken for Edina by HSSC would be labor intensive—nine months from start to finish. This could be a cost of approximately \$40,000. Another option would be for Edina to re-join the collaborative and contribute \$25,000 annually.

VI.B. DOMESTIC PARTNERSHIP ORDINANCE HIGHLIGHTS SHARED

Chair Kingston reported that since Edina created its Domestic Partnership Registry and Ordinance, 15 cities in Minnesota now have a registry and ordinance. Currently, there are ten couples registered in Edina.

- Citizens of Edina are now assured that Edina public venues will have the same registration, membership or other fees for Domestic Partnerships as for traditional families.
- The City of Edina’s Personnel Policy was updated to include the benefits of sick leave, funeral and illness for Domestic Partnerships.
- The initial homestead rights of Domestic Partnerships are now recognized.

VI.C. ANTI-BULLYING INITIATIVE REVIEWED

With 150 attendees at last April’s event entitled “Reflections on Bullying,” Commissioners Newell and Finsness reported that it resulted in a raising of awareness in the community, and the City Council proclaimed October Anti-Bullying Month. The April event included the following:

- A light supper with a presentation of submissions and display of EdinaSecrets posts
- Presentation of the short film, “Bullied,” produced by the Southern Poverty Law Center
- Panel with students and members of the community
- Opportunity for audience engagement

Student Members Aderhold and Nolan shared the following activities happening at the High School with the Gay Straight Alliance:

- “No Hate Week” event
- Petition signing for “Safe Schools for All “ legislation
- The 360 Visual Arts Project
- Upcoming “Day of Silence”
- Opportunities to meet with local and State officials on behalf of equal rights for the GLBT community

VI.D. DAYS OF REMEMBRANCE EVENT REVIEWED

Commissioner Seidman shared that the City's first "Days of Remembrance" event on Sunday, May 1st, was an opportunity to engage the community in acknowledging the Holocaust.

- The City Council proclaimed May 1st through May 8th, 2011, as Days of Remembrance.
- At the Sunday event, Mayor Hovland presented the proclamation.
- Fred Baron, a survivor, spoke about his experiences during and after the Holocaust.
- "World Without Genocide" was present at the event.
- Also included that day were displays of the Holocaust in Greece.

VI.E. BIAS/HATE CRIME RESPONSE PLAN REVIEWED

Commissioner Winnick reported that HRRC's Response Plan required that an annual review with the Police Chief was to be completed in March.

- The Plan provides for a timely local response showing victim support.
- The Plan upholds zero community tolerance for any crimes of bias or hate.
- The Plan seeks to raise community awareness.
- The Plan establishes and updates a network to be activated if needed.

VI.F. TOM OYE HUMAN RIGHTS AWARD PROCESS OUTLINED

Commissioner Mayer provided information about HRRC's annual Tom Oye Human Rights Award to be presented in April at the City's Volunteer Recognition Reception.

- The Award was initiated in 2006, and ten recipients have been honored.
- The Award recognizes individuals who live and work in Edina and whose good works promote human relations and advance human rights.
- Dan Johnson, the retired pastor of Good Samaritan United Methodist Church, was the 2011 recipient.
- There will be a story about the Award in the winter *About Town* and also an article placed in the Sun-Current to encourage nominations.
- Nomination for 2012 will be accepted until the deadline of February 17th.

VI.G. EVENT PLANNING PROCESS APPROVED

In order to establish a structured budget and event planning process for Commissioners to use when planning an HRRC event and to conduct a post evaluation after the conclusion of an HRRC event, Commissioner Seidman presented three documents (planning and reporting tools) for consideration and approval.

- Budget Planning Worksheet
- Event Planning Guide
- Post Event Evaluation

Motion by Commissioner Newell and seconded by Commissioner Winnick approving the three documents as presented.

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

VI.H. HUMAN RIGHTS CONFERENCE INFORMATION PRESENTED

Commissioner Bigbee shared that HRRC could host a table at the League's Human Rights Conference in St. Paul on December 2nd. The event will note the League's 40th anniversary with a dinner the night before. Hosting a table would be a networking opportunity for the Commission. The following Commissioners indicated an interest in attending along with Commissioner Bigbee: Stanton, Newell and Winnick. The staff liaison will coordinate the registration fees.

VII. CORRESPONDENCE AND PETITIONS

No correspondence or petitions were received.

VIII. CHAIR AND COMMISSION MEMBERS' COMMENTS

- Chair Kingston reported that a former HRRC Member and State League Board member, Idelle Longman, prepared a Chanukah display for viewing at the Edina Community Library over the holidays.
- The Commissioners shared their condolences regarding Commissioner Cashmore's hospitalization and wishes for his speed recovery.

IX. STAFF COMMENTS

There were no comments.

X. ADJOURNMENT

There being no further business on the Commission Agenda, Chair Kingston declared the meeting adjourned at 8:50 PM.

Respectfully submitted,

Susan Howl, HRRC Staff Liaison

Minutes approved by HRRC, January 24, 2012.

Jessi Kingston, HRRC Chair