



AGENDA
Equity Commission
In Person Meeting

New Brighton City Hall; 803 Old Hwy 8 NW
Upper Level Conference Room
April 20, 2023 | 6:30 p.m.

I. Call to Order

II. Roll Call

- | | |
|---|--|
| <input type="checkbox"/> Chair Lindsay Spooner | <input type="checkbox"/> Commissioner Carlos Herrera |
| <input type="checkbox"/> Vice-Chair Kami Miller | <input type="checkbox"/> Commissioner Ellen Weber |
| <input type="checkbox"/> Commissioner Sanja Obradovic | <input type="checkbox"/> Commissioner Cathy Forbes |
| <input type="checkbox"/> Commissioner Jonas Lim | <input type="checkbox"/> Commissioner Jason Steffenhagen |
| <input type="checkbox"/> Commissioner Kristin Lau | |

III. Approval of Agenda

IV. Approval of 2.16.2023 and 3.16.2023 Minutes

V. Business Items (cover letter, and presentations)

- a. 2023-2024 Work Plan
- b. Just Deeds Communication Timeline

VI. City Staff Update – Hue Schlieu, DEI Coordinator

VII. City Council Update – Kari Niedfeldt-Thomas, Mayor

VIII. Adjournment – Next meeting: May 18, 2023



MINUTES
New Brighton Equity Commission
Regular Meeting – February 16, 2023
6:30 p.m.

I. Call to Order

The meeting was called to order at 6:30 p.m.

II. Roll Call

Members Present: Commissioners Carlos Herrera, Kristin Lau, Kami Miller, Lindsay Spooner, Jason Steffenhagen, and Ellen Weber.

Members Absent: Commissioners Jonas Lim and Sanja Obradovic.

Also Present: Assistant City Manager Jen Lehmann, DEI Coordinator Hue Schlieu, Assistant Director of Community Assets and Development Ben Gozola, Technician Carl Gillies, and Mayor Kari Niedfeldt-Thomas (attending remotely)

III. Approval of Agenda

Motion by Commissioner Miller, seconded by Commissioner Weber to approve the agenda as presented.

Approved 6-0

IV. Approval of Minutes

Motion by Commissioner Miller, seconded by Commissioner Weber to approve the minutes from the December 15, 2022 meeting.

Approved 6-0

V. Introduction of Hue Schlieu, DEI Coordinator

Lehmann introduced newly hired DEI Coordinator Hue Schlieu to the Commission. She explained Ms. Schlieu was hired at the end of January and comes to the City from the St. Paul Public School District.

Hue Schlieu stated she was really happy to be working for the City of New Brighton. She appreciated all of the passion the City brings and she was looking forward to join the efforts of the community.

The DEI Commission members introduced themselves to Ms. Schlieu and welcomed her to the City of New Brighton.

VI. Business Items

A. Ramsey County Critical Corridor Grant: Banner Discussion

Gozola stated in October of 2022, New Brighton Staff applied for and received two (2) Critical Corridors Initiative Grants through Ramsey County. One of these grants allows for creation and implementation of two sets of banners for use along the Old Hwy 8 Corridor. Gozola explained that \$32,600 is available to fund the development and production of new light pole banners to create a sense of place along the Old Highway 8 corridor. The grant allows the Economic Development Commission (EDC), with the support of the Equity Commission, to be involved in the process of banner design, selection, and creation of two (2) decorative/commemorative banner sets for the ninety-two (92) light poles that are located along Old Highway 8 in front of City Hall and beyond. These new banners will supplement the City's existing banner inventory, and will aid in celebrating events and creating interest to the Old Highway 8 corridor at different times of the year.

The Equity Commission is asked to participate in this project by informing Council what (if any) topics you would like one or both runs of signs to focus on. Your feedback, along with feedback from the City's EDC, will be provided to council for consideration, and Council will make final the determination on focal points for each banner run.

Gillies commented on the proposed timeline for this project. He reported the EDC recommended staff work with the local schools to provide design ideas for the banners. In addition, a website will be created to allow residents in the community to submit banner designs. He discussed how the project would commence over the summer months, noting it was his goal to have the banners installed this fall. Staff reviewed banners that were posted in other communities and asked that the Commission make recommendations on one or two themes for the banner runs.

Discussion included:

- Potential themes for the banners.
- An "I Am New Brighton" campaign to showcase the growing diversity in the community.
- The Commission supported the community being asked for design ideas. These ideas could be dropped off at the winter farmers market, at City Hall or the library, and when making decisions on idea solicitation.
- The Commission recommended the signs be printed in different languages that represented the diverse residents in New Brighton with a welcome theme.
- The Commission suggested one run of banners highlight the City sponsored events such as Chalk fest, the car run and stockyard days.
- The Commission did not support putting old buildings on the banners.
- The Commission supported city layout/key corridors.
- Mayor Niedfeldt-Thomas suggested the banners not focus on any specific holidays. She recommended that conversations be held with the Stockyard Days committee before any banners be considered naming that event.
- Chair Spooner encouraged the Commissioner members forward any other thoughts or ideas regarding the banners to staff.

B. Continuation of Racial Covenant Restriction Discussion

Lehmann reported that at the November 17, 2022, Equity Commission meeting, Commissioners received a presentation by Kiarra Zackery and Maria Cisneros about Just Deeds, a coalition of community stakeholders committed to acknowledging and addressing systemic racism in housing in Minnesota. At the time of the presentation, there were 7 identified racial covenants in New Brighton. Since then, more documents have been uncovered and there are currently 52 *[prior count of 53 was updated to 52 post-meeting based on updated data from Mapping Prejudice]* identified racial covenants in New Brighton, including 4 city-owned parcels at Hidden Oaks Park. Historical racial covenants are clauses embedded into property deeds to bar certain groups of people from buying or even occupying the parcels of land to which they were attached. Although racial covenants were made illegal by the 1968 Fair Housing Act, their legacy continues today in the Twin Cities. Staff provided a brief update and asked the Commission to provide guidance on what next steps should be, what steps would Commissioners want to take on, what efforts feel feasible, what efforts should the City pause, how should the City communicate this topic more broadly within the community and to affected property owners, how will our actions impact the legacy of the city and what would you consider a success.

Schlieu discussed the next steps in addressing racial covenants in the community. She explained Ramsey County has removed the filing fee and can provide attorneys to support the effort at no charge to residents. She commented further on how racial covenants shaped access to property, home ownership and access to generational wealth. She explained discharging the racial covenants would address systemic racism, discrimination in housing, focuses on welcoming and inclusive communities, and improves housing opportunities for all. Staff reviewed a map of the community showing the 52 properties in New Brighton that had racial covenants in place. She inquired if the Commission supported New Brighton's "Race to Zero" and commented on the next steps in this process.

Discussion included:

- Commissioner Herrera commented on how residents in the manufactured home community have been discriminated against when trying to seek housing because they were language burdened.
- Mayor Niedfeldt-Thomas encouraged residents with perceived human rights violations to report this incident to City staff.
- The Commission supported educating residents regarding the "Race to Zero" cause.
- Mayor Niedfeldt-Thomas commented further on how volunteers were reading through each deed in Ramsey County to find the properties that still had racial covenants in place.
- Mayor Niedfeldt-Thomas explained she supported the City participating in the "Race to Zero" campaign.
- The Commission supported the City pursuing an educational awareness campaign with the public when changing the Hidden Oaks deed.
- The benefits of becoming a partner with Just Deeds was further discussed.
- The Commission supported creating a city webpage as an educational tool for residents.
- The Commission supported the City pointing questions to Mapping Prejudice versus creating pages on the City's website in regards to identifying which homes had discriminatory covenants.
- The Commissioner discussed how important it would be to deal with fears and shame when it comes to addressing this topic in the community. The Commission commented on how important it would be to educate the public and to empower property owners to make a change.
- The Commission discussed the potential of printing signs for the property owners that remove their racial covenants.

Motion by Commissioner Spooner, seconded by Commissioner Weber to approve the “Race to Zero” vision, with a commitment for staff to come back to the Commission with a more comprehensive plan to inform and educate residents.

Approved 6-0

VII. City Staff Update – Jen Lehmann, Assistant City Manager and Administrator Services Director

Spooner reported in January she attended a League of Minnesota Cities Racial Equity workshop with several staff members. She explained the themes were education and discussion with the goal being to have a life long journey when it came to racial equity. She commented on the statistics that were provided at the workshop for the State of Minnesota and suggested education be a topic of discussion at a future meeting. The Commission supported this recommendation.

Lehmann stated 23 residents attended the Totem Pole Park neighborhood meeting last month and the key takeaway was interest in maintaining the staking rink. She reported an update to the November conversations regarding the statues outside of Cowboy Jacks. She explained City Manager Massopust had a conversation with the Cowboy Jacks owner and they had a different view point. Cowboy Jacks views the statues as a symbol of pride and view them as peace and protection. The information has been shared with Christ the King Lutheran Church and has brought closure to the concern.

Lehmann reported the City Council would be holding Commission interviews in February and March and appointments would be made by April.

VIII. Report from Council Liaison

Mayor Niedfeldt-Thomas provided the Commission an update from the City Council. She commented on the Equity Commission the school district has in place. She noted she attended a Regional Council of Mayors meeting last week and this group focused their discussion on equity. She reported a presentation was also provided from Twin Cities Habitat that focused on access to housing. She explained she was active in a subgroup of the regional mayors that was focused on equity initiatives in the Twin Cities. She stated she participated in a Climate Action Day at the Capitol. She stated the community bonfire was held and she thanked all of the members of the community that were able to participate. She commented on the joint City/school board meeting that was held. She discussed the joint meeting the City Council held with local legislators to address the City’s legislative priorities for 2023. She noted one of these priorities included creating a quiet zone in New Brighton.

IX. Adjournment

The meeting adjourned at 8:04 p.m.

Respectfully submitted,

Hue Schlieu

DEI Coordinator



MINUTES
New Brighton Equity Commission
Regular Meeting – March 16, 2023
6:30 p.m.

I. Call to Order

The meeting was called to order at 6:30 p.m.

II. Roll Call

Members Present: Commissioners Carlos Herrera, Kristin Lau, Jonas Lim, and Kami Miller

Members Absent: Commissioners Sanja Obradovic, Lindsay Spooner, Jason Steffenhagen and Ellen Weber.

Also Present: Assistant City Manager Jen Lehmann, DEI Coordinator Hue Schlieu and Mayor Kari Niedfeldt-Thomas

III. Approval of Agenda

A quorum was not present to approve the agenda.

IV. Approval of Minutes

A quorum was not present to approve the minutes.

V. Business Items

A. Race to Zero Education Campaign

Schlieu stated at the February 16, 2023, Equity Commission meeting, Commissioners approved the Race to Zero vision. Commissioners asked City staff to bring back a more comprehensive plan to inform and educate residents. The goal of the Race to Zero education campaign is to help residents understand the legacy of discriminatory covenants and provide a bridge toward healing through learning and action. The educational components include a webpage dedicated to Race to Zero and the history of discriminatory covenants, staff presence at local events, educational flyers, and letters sent to 50 property owners. Staff reported the New Brighton City Council approved a Resolution condemning the use of discriminatory covenants, discharging discriminatory covenants on City-owned properties, and approving participation in the Just Deeds Coalition at the March 14, 2023 City Council Meeting. Further discussion ensued regarding the steps that would be followed to assist with educating property owners with removing their racial covenants, as well as how the City would be educating the public regarding the Hidden Oaks property.

Discussion included:

- The Commission questioned how many properties in New Brighton had racial covenants in place. Schlieu reported New Brighton had 50 residential properties and 2 City-owned properties
- The Commission thanked staff for their efforts to create an education campaign. The Commission appreciated staff's consideration of the emotions that would be involved in this process.
- The Commission suggested a class or presentation be offered by the City to provide the public with an opportunity to learn more information regarding racial covenants.
- The Commission proposed a subcommittee being formed from the Equity Commission to assist staff with their efforts in the Race to Zero for racial covenants.
- Staff commented on the proposed timeline for the educational campaign.
- The Commission suggested a link to Jim Crow of the North as an educational resource.
- The Commission suggested having an event in the community. Could be in partnership with NBAHS and/or Just Deeds.
- The Commission cautioned staff when considering the wording used on yard signs. The Commission hoped the signs would spark conversation with the signs and not to convict individuals.
- Mayor Niedfeldt-Thomas recommended all community conversation and meeting dates be set and arranged prior to putting an article in an upcoming City newsletter.
- The Commission suggested the direct mailing to residents with racial covenants in place be done last, after all of the City's other efforts to educate the public had been completed.
- Staff questioned if the letter sent to residents should be from the City or from the Chair and Vice Chair of the Equity Commission. The Commission supported the letter being sent from the Chair and Vice Chair of the Equity Commission.
- Mayor Niedfeldt-Thomas supported staff speaking with the property owners that have discharged their racial covenants in order to gather feedback on why they took this action.
- Mayor Niedfeldt-Thomas suggested information be sent home to students within the school newsletter regarding the racial covenants campaign. She supported the City selecting a different name than "Race to Zero" for this campaign. The Commission was in agreement.
- The Commission supported an informative sign being posted at Hidden Oaks Park once the racial covenants were dispatched, in order to tell the story of this park. Possibly in coordination with the NBAHS. Low cost approach. The Commission supported this sign being permanent in nature. Counter point included physical displays may be triggering and should consider community engagement before posting.
- The Commission encouraged staff to speak with other cities to see if they were posting signs.
- Next steps should include looking at land use code/type of housing available/governmental procedures

B. Juneteenth Celebration

Schlieu reported Juneteenth commemorates the emancipation of enslaved Black Americans in the United States. Although the Emancipation Proclamation was issued in 1863, it wasn't until June 19, 1865, that the final enslaved Black people in Galveston, Texas, received news of their freedom. Juneteenth became a federal holiday on June 17, 2021, but has been celebrated as Jubilee Day, Emancipation Day, Freedom Day, and Black Independence Day since June 19, 1866. On June 14, 2022, the New Brighton City Council voted to declare June 19, 2022, as Juneteenth Day in the City of New Brighton. The proclamation (PDF) encourages residents to

reflect, learn, understand, participate, and celebrate in community-based events to celebrate Juneteenth and its meaning in our region. Juneteenth is a state holiday in Minnesota, effective August 1, 2023, which means Juneteenth 2023 will still be a workday for New Brighton City Staff. On Juneteenth, New Brighton plans to focus on providing City staff with celebratory and educational opportunities. New Brighton plans to celebrate Juneteenth on June 8, 2023, as part of the Parks and Recreation concert series, sponsored by the New Brighton Lions Club. We will promote the event for residents as part of a potential nineteen day celebration leading up to Juneteenth across the region.

Discussion included:

- Staff described the efforts of the Equity Strategic Action team in further detail.
- The Commission supported the City hosting an event that honors Juneteenth in order to recognize and educate the public about the holiday.
- Mayor Niedfeldt-Thomas suggested an educational walk be incorporated into the concert event at Lions Park.
- The Commission supported participating in a metro wide celebration for Juneteenth.
- Staff encouraged the Commission to contact them with any other suggestions they may have.

VI. City Staff Update – Hue Schlieu, DEI Coordinator

Schlieu reported New Brighton would be hosting a community Iftar for Ramadan on April 13 at the Community Center. She noted this would be a free event for the community and the Equity Commission was invited to attend. She reported the Council considered the banners and noted the I Am New Brighton and Welcome to New Brighton concepts were elevated. She stated a Commission training date was scheduled for March 30. She stated the Equity Commission would be focusing on their work plan for 2023/2024 in April.

VII. Report from Council Liaison

Mayor Niedfeldt-Thomas provided the Commission an update from the City Council. She stated the federal emergency declaration regarding meeting virtual attendance would be ending on March 31, 2023. She indicated the ice castles have ended. She discussed the meetings she had attended recently. She explained the Council approved a one year moratorium on tobacco shops in order to allow the City to study this topic further. She stated the Council was reviewing a housing study. She commented on the issues the City Council was pursuing with the State legislature. She encouraged residents to participate in Mow Less May. She then commented on the traffic loss of Jennifer Yang, who was a beloved member of the New Brighton license bureau team.

VIII. Adjournment

Meeting adjourned at 7:50 p.m.

Respectfully submitted,

Hue Schlieu
DEI Coordinator



Item: 1
Report Date: 4/7/2023
Commission Meeting Date: 4/20/2023

REQUEST FOR COMMISSION CONSIDERATION

ITEM DESCRIPTION: 2023-2024 Work Plan	
DEPARTMENT HEAD'S APPROVAL:	gma
CITY MANAGER'S APPROVAL:	
No comments to supplement this report	Comments attached

Background: One of the important roles of the Equity Commission is to advise City Council on issues influencing equity as it pertains to diversity, inclusion, representation, privileges, intercultural relations, and so forth. Equity work in its totality can be broad and all-encompassing; therefore, to be efficient and produce effective change, it is pertinent to be intentional around what topics are discussed and what actions are pursued.

The presentation will address what accomplishments have transpired, review the role of Equity Commissioners, and offer a roadmap of topics for the 2023-2024 Commission year.

Task Overview: The Equity Commission is tasked with:

- Providing feedback and/or making adjustments to the work plan calendar.

Financial Impact: There are no financial impacts at this time.

Resources:

- Ordinance 885
- Equity Commission Charter
- Presentation

Hue Schlieu
DEI Coordinator

ORDINANCE NO. 885
STATE OF MINNESOTA
COUNTY OF RAMSEY
CITY OF NEW BRIGHTON

AN ORDINANCE ESTABLISHING THE INCLUSION COMMISSION

THE CITY COUNCIL OF THE CITY OF NEW BRIGHTON ORDAINS as follows:

Section 1. New Brighton City Code Chapter 2, Article 2 is amended as follows:

Sections 2-56 through 2-133 are hereby restated and incorporated herein unchanged.

Section 2-134 is amended as follows:

~~**Sec. 2-134. Human Rights.**~~

~~Up to three members of the Commission shall be appointed to assume the duties and responsibilities necessary to oversee human rights issues for the City including:~~

~~(1) Participation in regional human rights organizations and endeavors on behalf of New Brighton, particularly with the Minnesota League of Human Rights Commission.~~

~~(2) Monitor and advise the City Council on efforts to create equal opportunity and eliminate discrimination. (Ord. No. 610, 12-13-94; Code of 2001)~~

Section 2-134. Reserved.

Section 2-135 - 149 is added as follows:

Division 6 – Inclusion Commission

Sec. 2-135. Established.

An Inclusion Commission shall be established for the City.

Sec. 2-136. Purpose.

The purpose of this Commission is to advise the City Council on:

(1) Issues and goals related to diversity, equity and inclusion.

Sec. 2-137. Duties and Responsibilities.

The duties and responsibilities of this Commission shall be to:

(1) Advise the Council regarding diversity, equity and inclusion initiatives in the City of New Brighton.

(2) Address issues of Human Rights including:

- (a) Participating in regional human rights organizations and endeavors; and
- (b) Monitoring and advising the City Council on efforts to create equal opportunities and eliminate discrimination in the City of New Brighton.

(3) Perform other duties as directed by the City Council.

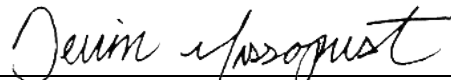
Sec. 2-138 – Sec. 2 - 149. Reserved.

This ordinance shall be in full force and effect from and upon its adoption and publication according to law.

Adopted this 25th day of May, 2021 by the New Brighton City Council with a vote of 5 ayes and 0 nays.



Kari Niedfeldt-Thomas, Mayor

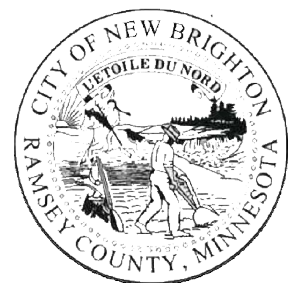


Devin Massopust, City Manager

ATTEST:



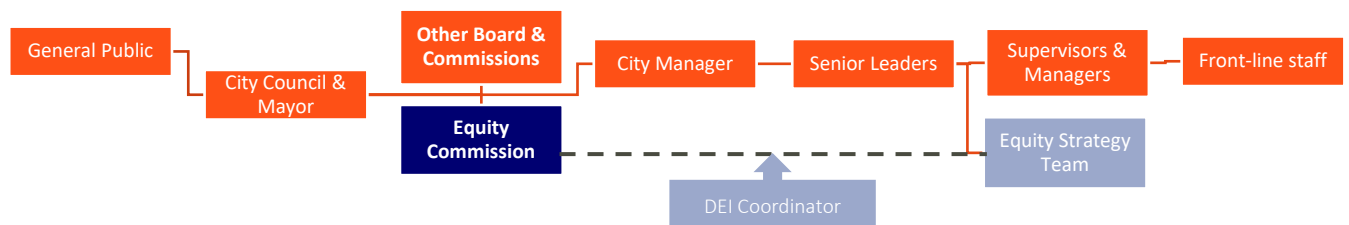
Terri Spangrud, City Clerk





Equity Commission Charter

Workflow



Authorizing Legislation:

[City Code Chapter 2 Article 4 Division 6.](#)

Purpose:

The purpose of this Commission is to advise the City Council on issues and goals related to diversity, equity and inclusion. It will focus city policy conversations and governance decisions with equity¹ in mind.

Overview:

The commission is a group of diverse community members across races, ethnicities, languages, ages, genders and other meaningful differences who will be responsible for a) reviewing annually and updating the Equity Framework as necessary; b) supporting the effective participation of a broad group of stakeholders in their work as necessary, sufficient, and appropriate; and c) contributing to the City Council and Staff Leadership adoption of Commission recommendations.

Primary Task:

The commission will advise the City Council on issues influencing equity including diversity, inclusion, representation, privileges, intercultural relations, race relations, cultural place-making and other situations affecting outcomes for underrepresented, marginalized populations in the City of New Brighton. The Commission may also address issues of

¹ Equity is defined as freedom from systemic bias or favoritism. Parity across differences. Product and service access, opportunity, quality, and outcomes that do not vary by race, ethnicity, language, age, gender or other meaningful differences. Source: New Brighton Equity Framework, <https://www.newbrightonmn.gov/equity>

Human Rights including supporting regional human rights organizations and endeavors

It will analyze the impact of policy and budget decisions on outcomes. It will advise on good governance practice, policy, regulations, and ethics for improving equity. It will advocate for equity with all of the City's governing environments and work in tandem with the Equity Strategy Team to ensure and support the organizational capacity of the city to operationalize equity. The Commission will also perform other duties as directed by the City Council.

Authorities:

The commission may identify particular populations, issues, situations, and/or outcomes on which to focus its attention at any given time. The commission may call special meetings in accordance with [Open Meeting laws](#). In accordance with city policies, it may also establish committees and task forces it deems necessary to work towards and achieve the City's Strategic Priorities while keeping in mind legal, budgetary and resource constraints. The commission may request assistance from city staff but may not direct them. Additional staff assistance is subject to approval from the City Manager.

Responsibilities:

The commission and its individual members serve at the pleasure of the City Council. They are responsible for conducting their business consistent with expectations, rules, and remedies described in the most recent version of the [Commissioner Handbook](#). The commission is expected to operate strategically, considering the scope, purpose, appropriateness, and outcomes of proposed efforts. The commission is also expected to make recommendations and take action based on research quality data to the greatest extent possible. Their responsibilities shall be aligned with the Equity Strategic Action Plan and Equity Statement.

Reports To:

City Council

Council Liaison:

Mayor of New Brighton for the first year and as assigned by City Council in subsequent years.

Appointment:

Self-nominations will be sought and accepted via a public application.

Following the general recruitment process outlined in [Chapter 2 of the New Brighton City Code](#), the City Council selects and interviews candidates. Taking into consideration the nominees' application responses and the overall balance of diversity that would result from appointing the new commissioners, Equity Commission Commissioners will be appointed by the City Council via a formal resolution.

For the first year, recruitment will start in October for terms starting in January. Recruitment will follow the standard commission recruitment process timeline in subsequent years.

Term: The first Commission “year” of the Equity Commission will begin January 3, 2022 and end March 30, 2023. All subsequent Commission years will run April 1 – March 30, as per [Chapter 2 of the New Brighton City Code](#).

In the first “year” of the Commission, one-third of the commissioners will serve a 40-month term, one-third will serve a 28-month term, and one-third will serve a 16-month term. Thereafter, all Commissioners shall serve a term of three years. Commissioners may apply for reappointment at the end of their terms. The City Council may choose to shorten or modify a commissioner’s term length for any reason at any time, as per [Chapter 2 of the New Brighton City Code](#).

Time Commitment: The Commission will meet at least monthly, but may be more frequent as needed as the Commission begins their work.

Compensation: Commissioners will be compensated in accordance with City Policy.

Chair: The Equity Commission shall annually recommend a Chairperson and Vice Chairperson from among the members of their body to the City Council for formal approval in accordance with the procedures outlined in [Chapter 2 of the City Code](#). The appointed Chairperson and Vice Chairperson shall serve in that capacity for one year and may be re-appointed.

All the following criteria shall be met when selecting the chairperson and vice-chairperson:

- The member must demonstrate in-depth knowledge of the Commission’s roles and responsibilities or have an applicable background that demonstrates an ability to lead a commission
- If the member has previously served on the commission or any commission, the member has a good attendance record and expects to be able to make all meetings while serving as chairperson or vice-chairperson.
- The member has demonstrated leadership and involvement in past activities of the commission or has other applicable experiences that would qualify them to lead a commission.
- The member has demonstrated the ability to understand and further the City Council’s overall mission, specifically relating to the commission’s responsibilities.
- A chairperson or vice chairperson understands and agrees to manage commission business in a fair and impartial fashion and in a manner consistent with any training provided by staff or Council directives.

Staff Liaison:

DEI Coordinator

Commission Size:

Nine individuals in addition to the Staff and City Council liaisons.

Skills/Abilities Required of all commissioners:

- Willingness/ability to lead with equity in mind.
- Ability to analyze and connect the commission's work to the city's Equity Framework for effectiveness and efficiency at individual, social and structural levels.
- Ability to analyze activities for appropriateness, accessibility, and cultural understanding.
- Ability to choose objectively among competing courses of action and to advise the actions of those who might carry out those directions or recommendations.
- Ability to strive for consensus-based decision-making.
- Ability to engage in difficult conversations.
- Ability to consider the "big picture".
- Genuine interest in responding to the hopes and concerns of different stakeholders.
- Ability to respectfully listen to and civilly communicate with people of various viewpoints, abilities, and experiences.
- Ability and willingness to champion commission activities & recommendations and explain decisions to colleagues and other stakeholders.

Chartered By:

- City Council

Adopted this 26th day of October, 2021 by the New Brighton City Council with a vote of _____ ayes and _____ nays.

Kari Niedfeldt-Thomas, Mayor

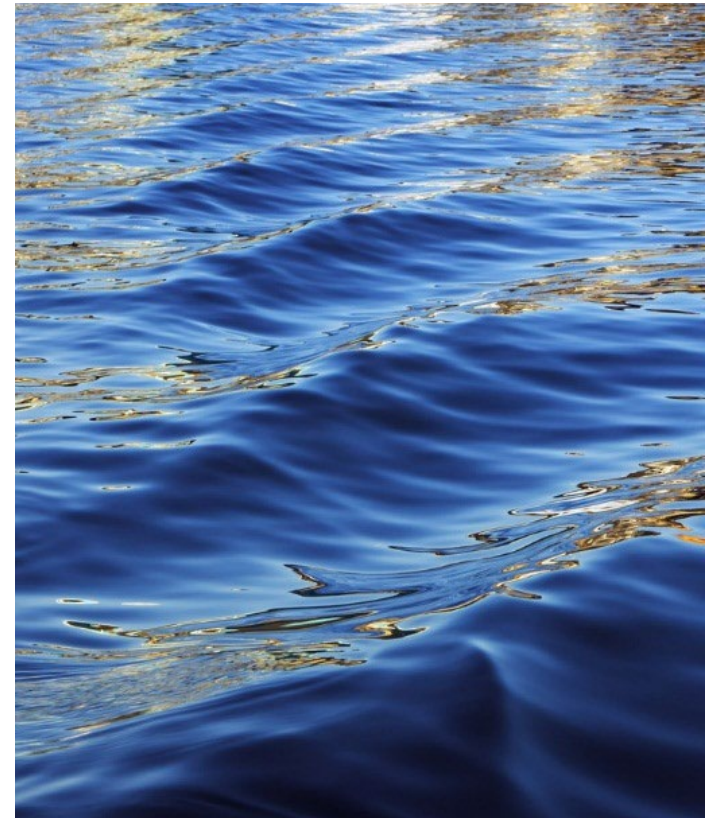
ATTEST:

Devin Massopust, City Manager

Terri Spangrud, City Clerk

Equity Commission 2023-2024 Work Plan

April 20, 2023



Agenda


- Accomplishments
- Commissioner Role
- Work Plan



Accomplishments



Accomplishments

- Came together to work towards important initiatives as the City's first new Equity Commission
 - Provided direction for elements of the Equity Strategic Action Plan.
 - Provided a pathway for the City's pursuit of joining Just Deeds.
 - Provided feedback on Ordinance 892 (licensing for single family home rental properties).
 - Listened to and provided feedback on how the City reports bias crimes.
 - Provided insight on ways Old Highway 8 Banners can reflect and welcome our community.
 - Learned about Parks and Recreation and MN Dept of Human Rights.
 - Dove into the Residential Survey data presented by Polco.
 - What other accomplishments would you like to name?
- 


Understanding Our Role



COUNCIL DIRECTIVE | Ordinance 885 – May 2021

- **Advise** on issues influencing equity including diversity, inclusion, representation, privileges, intercultural relations, race relations, cultural place-making and other situations affecting outcomes for underrepresented, marginalized populations. Advise on good governance practice, policy, regulations, and ethics for improving equity.
- May **address issues of Human Rights** including supporting regional human rights organizations and endeavors.
- **Analyze** the impact of policy and budget decisions on outcomes.
- **Advocate** for equity with all of the City's governing environments and work in tandem with the Equity Strategy Team to ensure and support the organizational capacity of the city to operationalize equity.

Goals for Equity Commission from 1/20/2021

- To have this Commission be a resource and sounding board for the community.
 - To provide insight to the City Council.
 - To hold conversations and be proactive on some of the issues that may arise in the community.
 - To learn what inequities were in the community.
 - To understand this would not be easy work and that patience and thoughtfulness would be required.
 - To be mindful of how a body responds when discussions become difficult or heated.
 - To engage the youth in the community to amplify their voices.
 - To be champions for the great City of New Brighton.
 - To be respectful, while collaborating and learning from each other.
- 

Commissioner's Tasks

- Commissioner Training
- Equity Strategic Action Plan (ESAP) Oversight
- Approve and carryout an annual Work Plan
 - Incorporate Council directives, Goals set for Equity Commission, and community interests
- Familiar with meeting procedures and process

Other areas of interest

- Workgroups
 - Data
 - Land Acknowledgment
 - Cross-Commission Learning/Work
 - Economic Development Committee (EDC)
 - Parks, Recreation, and Environmental Committee (PREC)
 - Volunteering
 - Earth Day clean up
 - Tabling @ Farmers Market and Juneteenth Event
 - Learning
 - Training by DEI Coordinator
 - Training by external partners
- 



Work Plan



Equity Commission Work Plan

2023-2024 | Proposed Quarterly Calendar *(subject to change)*

TOPIC

COMMISSION TASK

April – June 2023	<ul style="list-style-type: none">• Orientation Training• Commission Overview & Work Plan Approval *• Just Deeds Education Campaign *• Public Safety Overview ^[C]• Volunteer at Juneteenth event	<ul style="list-style-type: none">• Meet new members & understand city government• Learn Commission history & role• Identify/update Commission interests• Advise staff & Council• Learn and ask questions
July – Sept 2023	<ul style="list-style-type: none">• Equity Strategic Action Plan Review *• Tour of parks with PREC• Volunteer at Farmer's Market• Indigenous People's Day & Land Acknowledgment *	<ul style="list-style-type: none">• Advise on equity strategy and implementation• Provide feedback & collaborate with PREC• Make connections with residents & neighbor• Craft and propose language (could be informal work group)
Oct – Dec 2023	<ul style="list-style-type: none">• Data *• Education ^[C]• Training *	<ul style="list-style-type: none">• Provide feedback and discuss implications of data• Explore intersection of school and government to promote youth equity• Review and provide feedback on Staff Training schedule• Determine trainings that Equity Commission would like to participate in
Jan – March 2024	<ul style="list-style-type: none">• Joint Commission Meeting• Land Use• Affordable Housing	<ul style="list-style-type: none">• Provide feedback & collaborate with EDC

* Anticipated Commission action item | **Bold text** indicates Council Strategic Priority | ^[C] indicates Commission initiated

Upcoming Dates

- April 21, Chair and Vice Chair nominations due
- April 25, Council will appoint Chairs and Vice Chairs
- May 2, Current Chair and Vice Chair (optional for newly appointed Chair and Vice Chairs, if any) presents 2023-2024 Work Plan to Council



Hue Schlieu
DEI Coordinator
763-257-6534 | hue.Schlieu@newbrightonmn.gov



Item: 2
Report Date: 4/7/2023
Commission Meeting Date: 4/20/2023

REQUEST FOR COMMISSION CONSIDERATION

ITEM DESCRIPTION: Just Deeds Communication Timeline
DEPARTMENT HEAD'S APPROVAL:
CITY MANAGER'S APPROVAL:
No comments to supplement this report ____ Comments attached ____

Background: On March 14, 2023, City Council approved a resolution to join the Just Deeds Coalition as an effort to increase awareness and understanding around the harmful legacy of discriminatory covenants and to set up support structures for New Brighton property owners to remove their discriminatory covenants free of charge should they so choose.

Inviting New Brighton residents to join the City in its journey to address racism and discrimination in housing can have both positive and negative consequences. The positives include increased awareness, mobilization, and legal action. The negatives include anger and resentment, denial and resistance, and tension amongst community members due to fear or lack of understanding. Our communication strategy needs to ensure that the way we communicate mitigate negative consequences and elevate the positive consequences.

Task Overview: The Equity Commission is tasked with:

- Providing any final feedback on the communications strategy prior to roll out
- Identifying ways in which Commissioners would like to be involved

Financial Impact: There are no financial impacts at this time.

Resources:

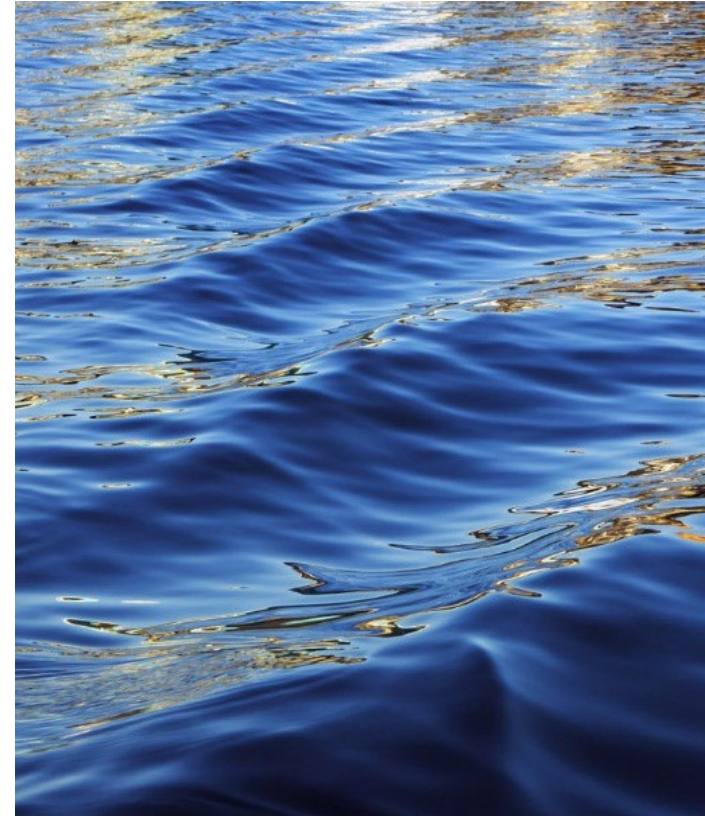
- Presentation

Hue Schlieu
DEI Coordinator



Just Deeds Communications Timeline

April 20, 2023



Approximate Timeline

★ Support Requested
from Commissioners

Apr	<ul style="list-style-type: none">• Website - Complete• Social Media
May	<ul style="list-style-type: none">• Resident Newsletter• Lawn Signs (early adopters)
Jun	<ul style="list-style-type: none">• Tabling at Juneteenth Event (June 8, 6-8pm, Veterans Park) ★• Kick-off Event• Lawn Signs
Jul	<ul style="list-style-type: none">• Tabling at Farmers Market ★• Educating Staff• Social Media
Aug	<ul style="list-style-type: none">• Engage community regarding signage at Hidden Oaks• Tabling at Farmer's Market
Sep	<ul style="list-style-type: none">• Direct mailing ★• Informational Session offered through Parks & Rec• Add signage to Hidden Oaks, pending community support



Hue Schlieu
DEI Coordinator
763-257-6534 | hue.schlieu@newbrightonmn.gov