

# Environmental Commission

June 22, 2020 – 6:30 pm

## REGULAR MEETING AGENDA

This meeting will be held via Cisco Webex in accordance with the local emergency declaration made by the City under Minn. Stat. § 12.37. The public may monitor this meeting by calling 1-415-655-0001 and entering the meeting code 133 664 8518. For technical assistance, please contact support staff at 763-593-8007 or [webexsupport@goldenvalleymn.gov](mailto:webexsupport@goldenvalleymn.gov). If you incur costs to call into the meeting, you may submit the costs to the City for reimbursement consideration. Additional information about for monitoring electronic meetings is available on the City website.

1. **Call to Order**
2. **Roll Call**
3. **Approval of Agenda**
4. **Approval of May 18, 2020 Regular Meeting Minutes (5 min)**
5. **Old Business**
  - A. Update on Commission Bylaws (5 min)
  - B. Partners In Energy Update (5 min)
  - C. Curbside Organics Collection Update (5 min)
6. **New Business**
  - A. Environmental Justice Collaboration (20 min)
  - B. Downtown Study (20 min)
  - C. Pollinators
    - i. Inventory of chemicals (5 min)
    - ii. Developing new plots and habitat (5 min)
  - D. Program/Project Updates (5 min)
  - E. Council Updates (5 min)
  - F. Other Business (5 min)
7. **Adjournment**



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# Environmental Commission

May 18, 2020 – 6:30 pm

## REGULAR MEETING MINUTES

This meeting will be held via Cisco Webex in accordance with the local emergency declaration made by the City under Minn. Stat. § 12.37. The public may monitor this meeting by calling 1-415-655-0001 and entering the meeting code 287 136 762. For technical assistance, please contact support staff at 763-593-8007 or [webexsupport@goldenvalleymn.gov](mailto:webexsupport@goldenvalleymn.gov). If you incur costs to call into the meeting, you may submit the costs to the City for reimbursement consideration. Additional information about for monitoring electronic meetings is available on the City website.

### 1. Call to Order

The meeting was called to order by Chair Seys at 6:33

### 2. Roll Call

Commissioners present: Scott Seys, Debra Yahle, Tonia Galonska, Dawn Hill, Jim Stremmel, Wendy Weirich, Shannon Hansen

Commissioners absent: None

Council Members present: Larry Fonnest

Staff present: Eric Eckman, Environmental Resources Supervisor;  
Emma Pierson, MN GreenCorps Member;  
Carrie Nelson, Administrative Assistant

### 3. Resignation of Commission Member Susan Phelps

### 4. New Member Shannon Hansen

A. Shannon Hansen was given her Official Oath by Chair Seys

### 5. New Member Wendy Weirich

A. Wendy Weirich was given her Official Oath by Chair Seys

### 6. Approval of Agenda

**MOTION** by Commissioner Hill, seconded by Commissioner Stremmel to approve the agenda of May 18, 2020 and the motion carried with the following additions recommended by Eric Eckman to the Commission:

- 5A. Annual Commissioner Re-Orientation
- 5B. Review Commission Bylaws



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## 7. Approval of February 24, 2020 Regular Meeting Minutes

**MOTION** by Commissioner Yahle, seconded by Commissioner Galonska to approve the minutes of April 27, 2020 as submitted and the motion carried.

## 8. Old Business

### A. Partners in Energy Update

- i. 2-year Cooperative Program with Xcel Energy
- ii. City is working on developing an Energy Action Plan
  1. 6 months of planning
  2. 18 months of implementation
- iii. Currently entering the recruitment phase of a 12-14 member team. Recruitment will start soon.
  1. Commissioners Hill and Galonska interested in applying.
  2. Possibly members from other various boards/commissions such as the Human Rights Commission, Planning Commission, Rising Tides Task Force.
  3. Also recruit from Golden Valley businesses and institutions, Community Organizations, Multi-Family Organizations.
  4. 1-2 citizen members not currently serving on boards/commissions.

### B. 2019 Annual Report and 2020 Work Plan

- i. Presented May 12 at the Council/Managers meeting. Council members are appreciative of the work done by the commission and excited for the proposed work to come.
- ii. Council will officially accept the 2019 Annual Report and approve 2020 Work Plan at the May 19 meeting.
- iii. At the June meeting we will discuss ideas for the cooperative project between the Human Rights Commission and the Environmental Commission.

### C. Curbside Organics Collection - Commission Summary Report

**MOTION** by Commissioner Hill, seconded by Commissioner Stremmel to approve the Curbside Organics Collection Commission Summary Report and the motion carried with the following changes:

- i. Change the 2<sup>nd</sup> to last paragraph to reflect that 'the Commission took all public comments into consideration when it made its recommendation, as the citizen survey and open house were still ongoing.'
- ii. Delete 'and potentially offer first year assistance to low and fixed income residents' from the last paragraph.

### D. Curbside Organics Collection - Update on Public Input

- i. The Citizen Survey Closes on May 20. As of this meeting there have been 236 responses. Here are the results:
  1. 87% of respondents are very or somewhat familiar with organics recycling
  - 44% of respondents currently recycle organics at their home

- 27% of those recycling organics at home use curbside organics collection by a hauler
2. Aspects of Organics Recycling Most Important to Respondents (out of 236):
    - a. Environmental Impact – 204
    - b. Cost of Service – 115
    - c. Creating a marketable product such as compost – 93
    - d. Transparent pricing – 77
    - e. Reducing the size of your trash bin – 75
    - f. Number of trucks on streets – 66
    - g. Storage of an additional bin – 50
    - h. Other - 12
  3. Currently/Willing to Pay
    - a. 14% of all respondents currently pay a hauler to collect organics.
    - b. 60% of those without service would be willing to pay for curbside organics collection (**65% of all respondents support curbside organics, either currently participating or willing to pay**)
  4. Monthly Cost People are Willing to Pay
    - a. \$1 - \$5 – 43 respondents
    - b. \$6 - \$10 - 56 respondents
    - c. \$11 - \$15 - 12 respondents
    - d. \$16 - \$20 - 5 respondents
    - e. Over \$20 - 2 respondents
  5. 72% of respondents would be interested in picking up finished compost
  6. 64% of respondents support the City changing code to allow collection bins to be visible from the street at all times
  7. Virtual Open House –
    - a. Topics Covered:
      - i. What is Organics Recycling
      - ii. Benefits of Organics Recycling
      - iii. Recycling Methods
      - iv. Resilience & Sustainability Plan
      - v. Metropolitan Solid Waste Management Policy Plan
      - vi. Hennepin County Solid Waste Management Policy Plan
      - vii. Hennepin County Ordinance 13 and Compliance Options
      - viii. Other Cities' Participation Rates and Costs
      - ix. Cart Comparisons
    - b. A "pay for your neighbor" program could be explored for feasibility after Council gives direction on which type of program the City will be implementing. The City would like to make organics recycling accessible and affordable for all residents.
    - c. Once City Council gives direction on a program to implement, the City will explore education campaign opportunities for the public to

learn more about Organics Recycling. Volunteers could be part of that effort.

- d. Recycling MRFs (Material Recovery Facilities) are required to recover a minimum of 85% of recyclable materials that enter the facility. The State of Minnesota has strict requirements for MRFs and does not allow the landfilling of recyclable materials.
- e. The State of Minnesota places responsibility for waste disposal on waste generators and producers. The resident would be considered a waste generator and therefore responsible for the cost associated with managing that waste. To incentivize waste reduction, recycling, and organics recycling over landfilling, the State and County tax landfilling services but not recycling and organics recycling services. Waste reduction is indeed the best practice, but is not always feasible for every scenario. The Environmental Commission's 2020 work plan includes exploring limitations on certain types of plastics and containers.

## 9. New Business

- A. Commissioner Re-Orientation
- B. Review of Commission By-Laws
  - i. Eckman mentioned that Council will be considering the changes proposed by the Commission in summer 2019 and will report back at the next meeting.
  - ii. No new changes proposed by Commission in 2020.
- C. Election of Officers

**MOTION** by Commissioner Hill, seconded by Commissioner Galonska to re-elect Commissioner Scott Seys as Chair and Commissioner Debra Yahle as Vice-Chair and the motion carried.
- D. Hennepin County Climate Action Plan
  - County Wide Plan
  - Hennepin County is reaching out to Cities, Watersheds, Park Districts, and others to understand issues and needs and find common interests and mutual goals. We're experiencing climate change with wetter weather, warmer winters, and excessive heat and drought now and in the future. DNR Office of Climatology is already seeing this and has been for the last few decades. How do we respond to this at a local level? How do we adapt? How do we prevent some of these issues?
  - Focus areas prioritized by partners are:
    - o Water, natural resources and land use
    - o Transportation and Infrastructure
    - o People: Health, behavior, & disparity reduction
    - o Buildings and energy
    - o Waste and materials

- Staff will provide updates and announce any opportunities for input as the plan continues to develop.
- E. Program/Project Updates
  - i. Will a lack of a state bonding bill affect the project at Wildwood Park/SEA School?
    1. The studying and planning will continue. Depending on how much/little funding we get from a state bonding bill the project may have to be completed in stages.
- F. Council Updates
- G. Other Business

#### 10. Adjournment

**MOTION** by Commissioner Galonska, seconded by Commissioner Yahle to adjourn the meeting at 8:33 pm and the motion carried.

#### ATTEST:

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Carrie Nelson, Administrative Assistant

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Scott Seys, Chair

UNAPPROVED



**MEMORANDUM**  
**Physical Development Department**  
763-593-8030 / 763-593-3988 (fax)

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**Date:** June 18, 2020  
**To:** Environmental Commission  
**From:** Eric Eckman, Environmental Resources Supervisor  
**Subject:** Environmental Justice Collaboration

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The Environmental Commission's 2020 work plan includes working collaboratively with the Human Rights Commission to address the issue of environmental justice and more specifically climate justice in our community. More information about our existing disparities and climate vulnerabilities can be found at:

[The Minnesota Equity Blueprint](#)

Golden Valley Rising TIDES 2020 Annual Report (attached)

[Hennepin County Climate Action Plan](#) (brief overview attached)

[City's Resilience and Sustainability Plan](#)

The 2020 work plan includes the following actions:

- Community Outreach: Use a portion of the Commission's \$3,500 budget to:
  - fund a joint project, speaker, or event with the Human Rights Commission
- Climate Justice and Environmental Justice: Partner with Human Rights Commission on joint project, event, or speaker. May require joint meeting. Ties in well with City's Resilience and Sustainability Plan. Potential ideas for collaboration include:
  - hosting a speaker on climate justice and environmental justice focusing on climate adaptation and resilience or promoting community gardens and local food production
  - sponsoring a project in an area of the City with inequities of green space and amenities, or pairing a community event with planting trees and vegetation in that area

Chair Seys has reached out to HRC Chair Chris Mitchell to discuss the opportunity and will share what he's learned, and staff will have additional data and maps to share to aid in the discussion.

Commission members should read through the reference materials above and come to the meeting prepared to discuss their thoughts and ideas around a collaborative project for 2020.

# RISING TIDES TASK FORCE RECOMMENDATIONS TO THE GOLDEN VALLEY CITY COUNCIL

*Year One Recommendations | June 9, 2020*

## Rising TIDES Task Force

Joelle Allen - Chair

Amber Alexander - Vice Chair

Sheri Hixon

Fartun Hussein

Melissa Johnson

Alex Moreno

Ruth Paradise

Sam Powers

Brad Taylor

Myat Thanda Tun

Ajani Woodson

## City Staff

Kirsten Santelices

Tomas Romano

Tim Cruikshank

## GOLDEN VALLEY RISING TIDES

Trust • Inclusion • Diversity • Equity • Social Justice



## Summary

Over the course of the past year, the Rising TIDES Task Force has endeavored to bring additional insight and perspective to topics of race and equity — and in particular around six topics identified as priorities in the Golden Valley Equity Plan. Out of our discussions as well as discussions we've had with community members, we bring forward several recommendations for the City Council's consideration.

### *Bringing in the Greater Community*

The task force began its work with the acknowledgement that in order for recommendations to work for the entire community, there needed to be a process for inviting them into the discussion. In the recommendation "Communicating Equity with the City" you'll see the completed efforts to hold open forums where the work of the task force could be reviewed and expanded by members of the Golden Valley community. Many of the sentiments found in this report are consistent with what we learned in the open forums.

We also acknowledged that a workable plan of action had to be grounded in data. That this data needed to be collected and leveraged to guide activities and ensure equity across the board.

The Task Force began by starting with Six (6) priorities as outlined in the Equity Plan.

*Communicating Equity with the City*

Appealing to broader audiences

*City Contracts & RFP's*

Equity in how RFP's are announced and who is eligible

*Increasing Diversity on Boards & Commissions*

Increasing diverse representation

*Diversifying Recruitment, and Retention*

Hiring for additional perspective

*Community Outreach & Education*

Programming that reflects the changing demographics

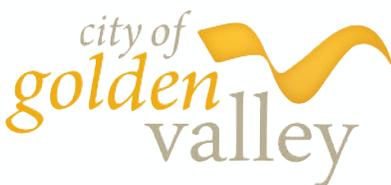
*Programming & Facilities*

Programming that better reflects the changing demographics

## 5 Strategic Priorities

Given the unique circumstances of the current environment – Covid-19 has brought on unprecedented times. As such, we understand that the Council may not be able to implement these ideas and practices immediately. We are mindful of that as we share with you the top recommendations for short term implementation.

1. **Heavily Publicize Board Commission opportunities.** Seeing oneself represented across a range of leadership roles is necessary for building a diverse pipeline for future commission openings. Consistent use of social media with shares from partners in diverse spaces will get the word out and increase engagement.
2. **Build routines to ensure internal employee culture.** Creating an overall culture of belonging through training and regularly scheduled team building exercises that both introduce and celebrate different cultural backgrounds.
3. **Utilize existing community resources to more quickly implement outreach activities.** Build and leverage strong partnerships with community organizations who are already reaching diverse audiences. Create cross promotional opportunities to each organization's mutual benefit.
4. **Ensure that staff members are trained to be friendly and responsive to the needs of diverse populations.** In the short term, training on several fronts should be a high priority as the city prepares to become more inclusive. Through training and tips during internal meetings, staffers can begin to develop a baseline understanding of different cultures as well as how communication styles might differ among them.
5. **Host a supplier diversity series** that provides detailed information on how to do business with the city. This guide available both online and in hard copy should detail the ins and outs of a successful city partnership.



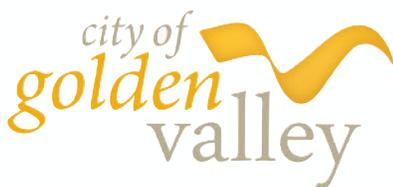


**Already reeling from COVID-19, on May 25, 2020 the nation watched in horror as a police officer snuffed out the life of George Floyd**

Now more than ever, it is imperative that city leadership take a proactive, visible stance on the impacts of systemic racism. The disproportionate impact of Coronavirus on Black and Brown communities and the death of George Floyd are symptoms of the same problem.

The city has a short window of opportunity to write a new chapter that better supports inclusion, belonging and the City's values.

The task force members are available to serve as thought partners to provide insight to the communications team around cultural sensitivity.



## **In light of Current Circumstances**

Given the unique circumstances of the current environment – three recommendations not originally discussed have been added to this packet.

1. **Conduct two Courageous Conversations in June.** Making space to speak freely about the murder of George Floyd and the subsequent protests is one step toward processing these traumatic events and healing. Two conversations should take place. The first for city staff and contractors - where HR and city leadership serve on a panel to answer questions and listen to reactions.

The second facilitated conversation between community members and the police chief will alleviate tensions and allow all residents of Golden Valley to feel a restored sense of safety as it relates to law enforcement.

2. **Reconsider the Equity Manager position.** When COVID-19 began to take its toll on socializing and budgets, we could have never imagined George Floyd. Despite the acknowledgement of the disproportionate impact of COVID on communities of color, all agreed to reevaluate the position at a later date. However, the death of George Floyd is a stark reminder that we need someone at the city whose job it is to help navigate racially charged situations and the unique needs of different communities.
3. **Extend the serve of the Rising TIDES task force by a minimum of 1 year.** The task force is making headway on several fronts — including bringing in members of the community to participate in processes they once felt excluded from. Our hope is to continue work on the recommendations included here and see some of them through implementation.



## Communicating Equity with the City

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A few of our short term recommendations have already been completed. They include:

- Two community listening sessions in order review the work and recommendations the task force has done around specific topics.
- **October Session** – We discussed:  
1) Ongoing community engagement, 2) diversifying employee recruitment and 3) Inclusive RFP processes.
- **January Session** – We discussed:  
1) Equity in Programming, Services and Facilities, 2) Reviewing Outreach and education initiatives and 3) Increasing Diversity in Boards/ Commissions, elected officials, etc.

# Communicating Equity

Communication efforts should be rooted in data and therefore the task force recommends that both short and long term initiatives be put in place to collect data about the racial, cultural, gender, lifestyle makeup of residents to effectively develop messaging, programming and beyond that are culturally relevant. It is important to emphasize to residents that all data collection is voluntary and that at any time they can see how the data is being used as well as remove themselves from lists.

### **Short Range:**

1. **Gather Data on diverse communities including:**  
people of color, LGBTQIA, differently abled, religions, immigrant / first gen, languages and associated socio-economic data, education levels, current level of engagement, family structure / size, age, associated mediums of engagement, other to determine population size within the city and to begin understanding how their needs may differ.
2. **Put into place various opportunities for gathering data** and insights including surveys, events, professional data collection, etc. being sensitive to the reality that some groups including immigrants may be resistant to sharing personal information due to a lack of trust. Providing in person and anonymous ways of sharing data may help as will building trust over time.
3. **Use various mediums to reach and inform diverse audiences about events, programming and other issues that impact the city.** In addition to the city website and social media, Mediums can include where appropriate: schools, churches, mosques, synagogues, apartments, ethnic food markets.
4. **Prioritize social media**, which provides an avenue to share ideas, helps eliminate language barriers through built in translation, and allows people to connect with their networks on topics of importance. The task force notes that digital outreach will remain increasingly important and that the task force can play a significant role in identification and outreach to communities beyond those who regularly “tune in” to the city’s existing social, web, mailing list.
5. **Distribute the Rising TIDES task force meeting packet** through social media in addition to the website – to keep audiences apprised of the work we are doing – providing contact information so that they can send suggestions to the committee for consideration.



### Long Range Goal: A PRIDE like event that celebrates Diversity.

In addition to twice yearly forums, consider creating an annual event similar to PRIDE that celebrates culture, highlights the culture and contributions of underrepresented groups and promotes a friendly welcoming environment for people of all backgrounds. This “Ethnic Pride Event” would feature city partners, local businesses – with a spotlight on minority-owned and/or centered business, music, food and fun.

#### Other Recommendations include:

- Use the data collected in near range phase to determine focus and resource allocation of ongoing equity and inclusion work.
- Complete hiring process for the Equity Coordinator as soon as timing and budget allows



## Communicating Equity Cont.’

### Short Range Cont. ’:

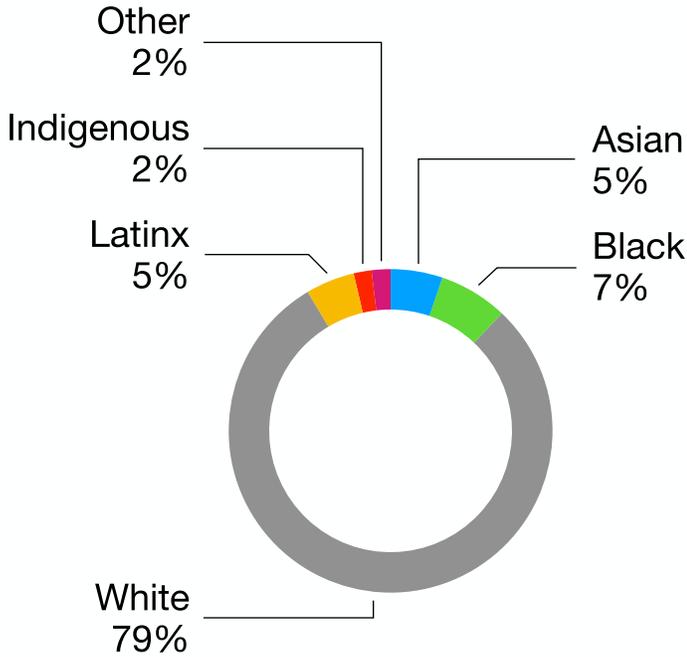
1. **Be mindful of closing the communication loop** after each major event and/or activity to circle back to let people know what we’ve done and how their feedback was used. A regular and prominent place on the website and/or through social would be helpful. Additionally, creating email and/or SMS lists and associated campaigns for building community is advised.
2. **Assign a representative** of the task force to attend city events as availability permits.
3. **Create and/or adopt a framework for providing culturally-sensitive materials.** This written guide should be a “first line of defense” for getting cultural cues right.
4. **Continue to create materials to distribute at City events** explaining the mission purpose and relevant information.
5. **Provide additional focus around ethnicity, culture and language vs a focus solely on race.**
6. **Twice yearly community forums** to continue conversations around equity and provide a venue for people from different backgrounds to get to know each other.



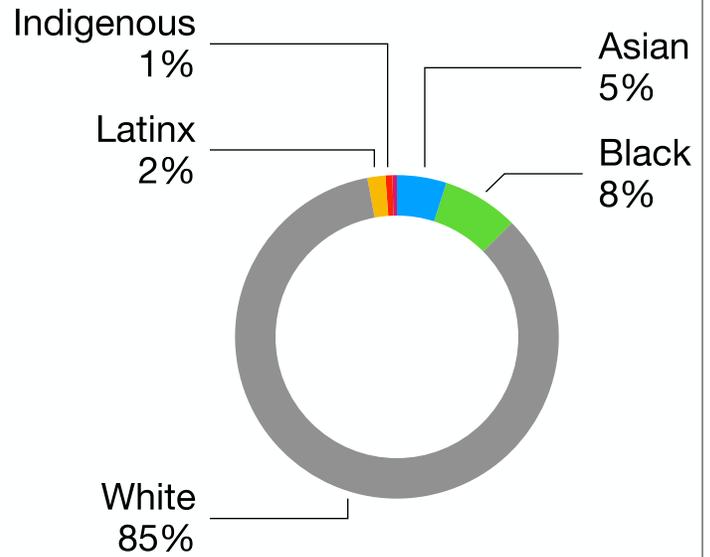
# By the Numbers

Limited data exists that provides full insight into the current demographics of the city or how the racial, ethnic, gender, religious and socio-economic make-up is changing. However, piecing together data from various sources, we are able to have a jumping off point until the appropriate data can be collected.

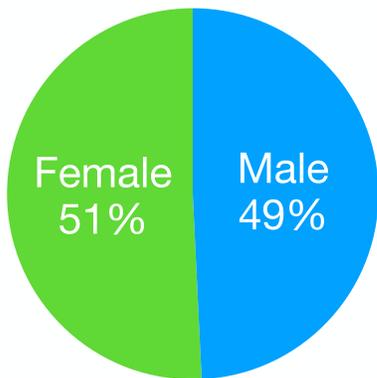
The attached graphs are a part of the American Community Survey data from 2018. Four tables include: Social, Economic, Housing, and Demographic data and represent both Minnesota and Golden Valley.



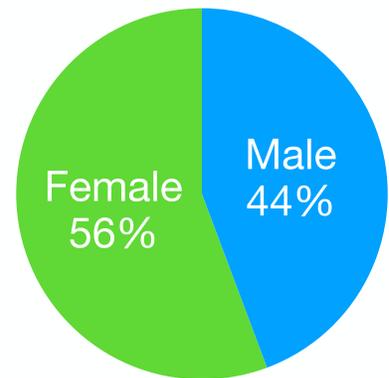
**MINNESOTA BY RACE**



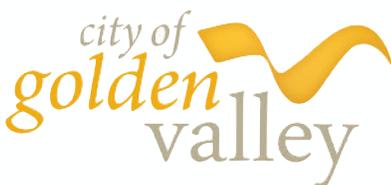
**GOLDEN VALLEY BY RACE**



**MINNESOTA BY GENDER \***



**GOLDEN VALLEY BY GENDER \***



*No additional gender information was collected during the 2018 Survey*

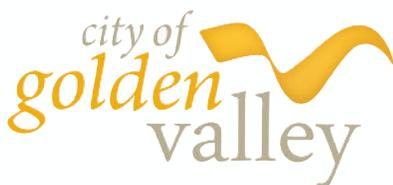
# Process For Reviewing City Contracts And RFP's to Eliminate Potential Biases

The task force believes that creating short, medium and long terms initiatives that increase opportunities for minority, women and veteran-owned business enterprises strengthens both the city and its citizens is imperative.



## Short Range

- Create a list of small and minority-owned businesses in Golden Valley and make a good faith effort to keep them informed of opportunities and timelines.
- Create opportunities for small and minority-owned businesses by revisiting how contracts are awarded. Begin with contracts under \$175, 000 where the City is not required to meet the public bidding law requirements; or (2) by requiring larger contractors to subcontract parts of the bid to underrepresented business.
- Host information sessions / Lunch and Learn supplier diversity series which includes how to do business with the City.
- Compile sample procurement policies from other municipalities. Use the guidelines to spell out the philosophy that diversity is good for the business and the need for regional, cultural and social diversity to access global skills and markets, offer varied viewpoints and styles, and benefit different communities and local economies, respectively. Such procedures are established to give traditionally underutilized businesses a competitive advantage and meet customer and government requirements.



## Medium Term

In the medium term, consider Adopting (modified or not) NMSDC guidelines for best practices in supplier diversity as a more comprehensive program is built out:

- Utilize diverse businesses in all sourcing initiatives and purchasing events.
- Establish corporate policy and top management support.
- Develop a corporate minority supplier development plan.
- Develop comprehensive internal and external communications.
- Identify opportunities for diverse owned businesses in strategic sourcing and supply chain management.
- Establish a comprehensive minority supplier development process.
- Tracking, reporting and goal setting mechanisms.
- Utilize diverse businesses in all sourcing initiatives and purchasing events.



# Reviewing Contracts & RFP's Cont.'

The task force believes that creating opportunities for minority, women and veteran-owned business enterprises strengthens both the city and its citizens.

## 1. Long Range

Establish/renew a supplier diversity policy that provides minority-owned businesses with system wide opportunities for contracts – either independently or in conjunction with other contractors.

Instill Accountability for meeting supplier diversity objectives through annual review/audit of supplier diversity performance against objectives



## 2. Among other things, a comprehensive policy should acknowledge and address as appropriate the following:

**Past Discrimination:** Policies should state the intent to create contracting equity. Policy and programs should impact behaviors and practices of the jurisdiction as much or more than the behaviors of prime contractors and prime vendors.

**Flexibility:** A strategy should match the conditions and laws of the jurisdiction and should be flexible – if a strategy is not working, a different approach should be tried.

**Unintended Consequences:** Regulations and practices should be examined in a careful and detailed way to ensure that unnecessary barriers are eliminated for small and diverse firms.

**Multi-faceted:** Programs should be comprehensive and multi-faceted to match the complex systemic barriers.

**Redefining large contracts.** When possible, master contracts can be designed to allow several MWBE/DBE firms to collaborate and win larger contracts.

**Cultural Change:** Strategies should create a framework for cultural change in addition to change stemming from regulations. A cultural change permeates all structures related to the procurement and contracting process so that all people involved are thinking equity and non-discrimination. Over time, this cultural change begins to be embraced by the prime contractor and prime vendor communities.

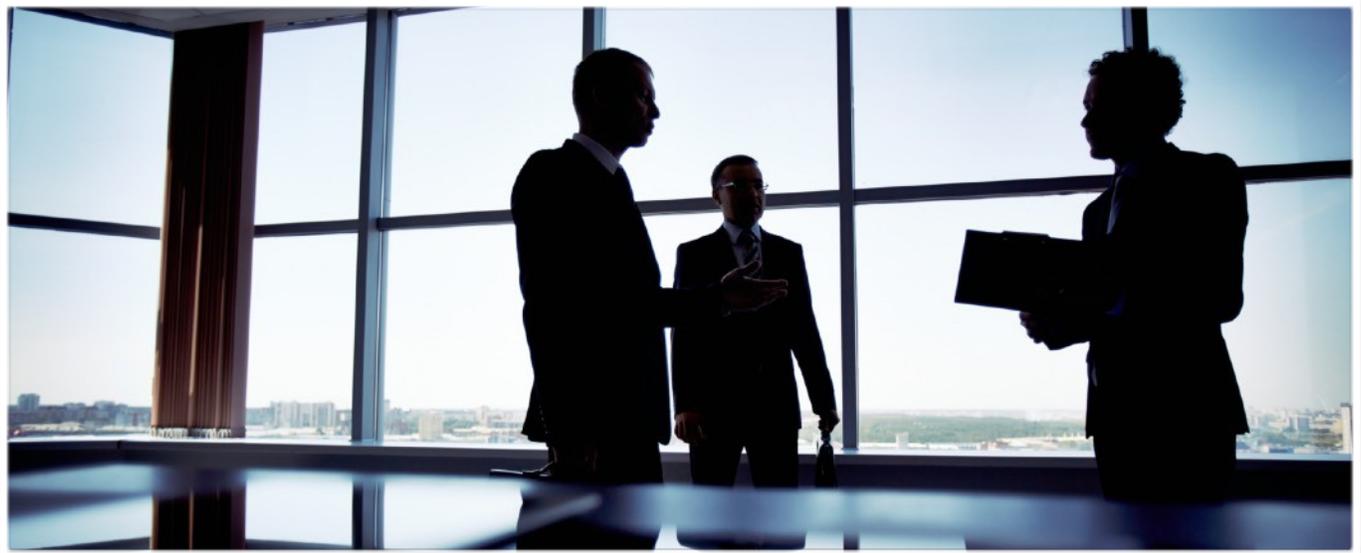
**Capacity Building:** Contracting equity programs should contain or should connect to capacity building programs. In this way the jurisdiction is dealing with availability (expanding the vendor pool) not just utilization.

### Expand and Replicate:

Contracting equity programs should collaborate with other jurisdictions, expand their principles into other areas of the jurisdiction, and when they have arrived at a successful strategy, replicate it with other jurisdictions.

**Short turn-around on payment to subs.** Sub-contractors can often be the last ones paid and are least able to afford the wait. Seattle requires primes to pay subs before the primes can invoice and get paid themselves.

# Increasing Diversity in Boards, Commissions, and City Council



Seeing oneself represented on boards, in senior leadership positions, committees and task forces is critical to engaging a diverse slate for future openings. To do so, the Task Force recommends the following tactics to drive engagement with the community. Our boards and commissions are composed of talented volunteers.

## I. **Heavily publicize Board and Commission opportunities:**

- Continue “Why I Serve” campaign taking special care to include not only racial and ethnic diversity - but gender and differently able’d voices as well.
- Highlight a different Task Force/ Commission/Board in each Golden Valley newsletter.
- Increase social media marketing of opportunities.

- I. **Build connections with local school districts, businesses, and other community organizations** to advertise opportunities to serve on Boards/Commissions with City. The Task Force was pleased to hear the recruitment policies and protocols already put in place by the HR department at the City. To further support these efforts, the Task Force, with input from the Community, discussed ideas/tactics in the following areas: Internal Culture, Leader / Ownership, Recruiting Practices and pipeline building.
2. **Connect with special interest groups and provide readiness trainings** for individuals who are seeking to run for public office or videos/ trainings for individuals interested in board and commissions.

# Diversifying Employee Recruitment



## Summary & First Steps

The Task Force was pleased to hear the recruitment policies and protocols already put in place by the HR department at the City. To further support these efforts, the Task Force, with input from the Community, discussed ideas/tactics in the following areas:

- Internal Culture
- Leader (hiring manager) Ownership
- Recruiting Practices
- Pipeline Building

## Recommendations for Immediate Implementation:

1. Build routines to ensure internal employee culture is one of inclusivity and belonging.
2. Train all people leaders to conduct a 'sense of belonging' exercise with employees – how do we continue to create a culture you want to be a part of? How can we further improve?
3. Host internal team events to celebrate diverse cultures.
4. Explore listening strategy options in order to stay in touch with current city workforce and foster connection/inclusivity in such unprecedented times.
5. Conduct 'stay interviews' with current employees – Why do they stay? What do they like about working for the city.

## Recommendations for Future Consideration (likely require longer turn-around/additional resources and partnerships):

6. **Upskill leaders in building diverse pipelines** for their roles
  - Create a venue for leaders to know the skills and interests of their current employees to advocate for them as openings occur.
  - Institute a practice of employees completing internal resumes.
  - Provide training for all hiring managers on how to effectively source and recruit talent.
  - Set goals for leaders to broaden their networks/build pipelines for future openings (e.g. meet one new person in my industry per quarter).

# Diversifying Employee Recruitment



4. **Prioritize hiring Equity Manager role.** It has become increasingly clear that during these unprecedented times, an equity manager would be highly beneficial to both the city and the community. The city should consider a waiver for this position and bring someone on board sooner rather than later.



5. **Update recruitment collateral (job postings, job descriptions, interview guides) to emphasize commitment to Inclusivity**

- Showcase people of color in recruitment collateral
- Include City Values language on all job postings
- Review and update required/desires skills to remove any unintended bias/barriers to diverse communities
- Update interview questions to include question on how candidates understand/showcase the city's values of Diversity & Inclusion

6. **Review and adjust recruiting practices** to ensure diverse outreach

- Target colleges with D&I focuses (Augsburg, Hamline)
- Build connections with local school districts about careers in Government
- Ensure diversity in interview panels for open roles

# Diversifying Employee Recruitment



**One key step to supporting people with special abilities** is to appoint individuals within an organization as champion employees with special abilities. A champion is an advocate, has knowledge about special abilities and may have special abilities themselves. Champions can provide knowledge, support companies to explore programs such as Lifeworks and Reach for Resources, help host panel discussions, job fairs and workshops. Through these activities and media resources like articles, local news programs, company publications and product brochures, companies and champions would be able to share their success stories and the value of employing people with special abilities

1. **Find ways make it easier for people with Special Abilities** and Employers to work together.
  - Not having the support needed to help people with Special Abilities, achieve.
  - Job Coach on site
  - Special ability Champions
  - Disabled individuals experience a lack of confidence or are unsure of their capabilities due to being in the development stage of the new opportunities they are experiencing today.
  - No clear path or limited options to find job opportunities. How do they find jobs they can do at a company.
2. **Stress the importance of nurturing a diverse workforce.**
  - Social Inclusion and enrichment
    - Take part in society
    - Bring different skill sets
    - Part of the company
3. **Educate employers that people with special abilities are skilled**, will grow and achieve.
  - Misconception's
  - Giving the opportunities



## Summary

The Task Force focused on how to use community outreach and education to create relationships built on trust between the City and community members. The Task force discussed the following as strategies to reach that goal:

Outreach and education ensuring that everyone feels that their voice is being heard.

Outreach and education where a diverse mix of people can gather and get to know each other.

How outreach activities and educational goals can overlap.

Communication tools to reach a wider representation of people from diverse groups within the Golden Valley community.

Utilization of strategies enumerated in “Eliminating Barriers in Programming and Facilities”.



# Community Outreach & Education

The Task Force recommends that they continue their work by helping build strategies to implement the outreach initiatives described below. This work would include:

## Short to Medium Term Recommendations

- Determine, in consultation, which of the ideas below would be implemented, in what order and the timelines.
- Develop methodology to use in gathering the necessary information: i.e. whom to contact in order to determine what planning bodies will be responsible for overseeing each activity to be implemented.
- In cases in which the suggested activity builds on an existing event, (example: block parties) consult with the responsible group concerning implementation.
- Note: The initial information gathering and outreach can begin even if immediate implantation of activities/events needs to be postponed due to Covid-19.

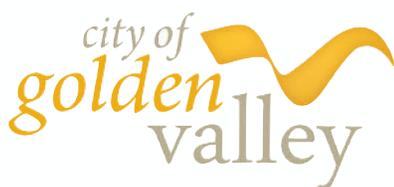
## Long Range Recommendations:

- i. **Utilize existing community resources** to implement outreach activities. Suggestions include
  - Schedule regular meetings (yearly or semi-annually) with “Block Party” organizers.
  - Schedule regular meetings (yearly or semi-annually) with leaders of nonprofit civic organizations within Golden Valley
  - Schedule regular meetings (yearly or semi-annually) with appropriate staff from places of worship and social service organizations to discuss outreach opportunities with their members or clients.
  - Partner with the Golden Vally Library on educational events.
  - Initiate a “Welcome to the Neighborhood” program through discussion with the block party organizers ( or after discussion at a block party event).
  - Provide the handouts in different languages depending on demographic needs.



### **Become more welcoming with Programming for New Residents**

As we help integrate new residents into the Golden Valley Community, the city should pay careful attention to the needs of immigrants and others so that printed materials and other information is accessible in terms of languages including braille.



## **Community Outreach & Education**

The Task Force recommends that they continue their work by helping build strategies to implement the outreach initiatives described below. This work would include:

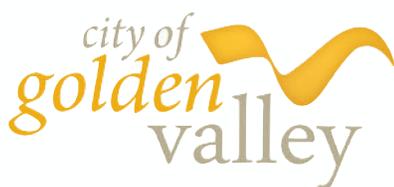
### **Long Range Recommendations Cont’:**

- Once a year have a City Council member attend a political party district meeting to give a “State of The City” report.
  - Meet with businesses to discuss the city’s diversity, equity and inclusiveness initiatives and their possible involvement in outreach efforts and/or diversity training. (Possibly offer “Culturally Competent Messaging” training mentioned below.)
  - For apartment buildings, especially NOAH properties, schedule a “meet for coffee” party to get to know apartment residents and discuss issues they feel are important to them.
2. **Extend Event planning to specifically promote outreach** efforts that include a diverse mix of city residents. Possible suggestions include:
- “Pot Luck in the Park” supper (or weekend lunch)
  - “Soup & Substance” - meal and specific topic of discussion.
  - Non- committed events – “pop- ups”
  - Cooking classes to include food from diverse cultures, with city residents taking turns as presenters.
  - As a specific educational outreach effort offer a class on “Culturally Competent Messaging” training.
  - Hold additional informal community social events for bridge building through food, storytelling and music.
3. **Programming and information for new residents** to the City that takes into consideration how to help them integrate into the community
- Insure sensitivity to language needs of new immigrants.
  - Create a “new to Golden Valley” resident’s packet. The packet can have information about the city, about social organizations in the city, shopping, libraries, etc.
  - Monthly “Welcome to the City” meeting at City Hall for new residents

## Taking Everyone into account when planning for programs and Facilities

The Task Force recognized that the City has a very robust Park & Recreation Program, as well as a wide variety of City wide events and programs. As the city increases in its demographic diversity, the Task Force considered the following issues to insure inclusiveness, accessibility and appropriateness for all members of our community.

- Content
- Community Involvement
- Location
- Accessibility
- Communication



## Eliminating Barriers in Programming and Facilities

For the purpose of this report, the items listed below for “Eliminating Barriers in Programming and Facilities” should be understood as the foundation for implementation of the strategies suggested under the next topic “Community Outreach and Education”. It is suggested that these protocols should also be integrated into the planning of existing programs and events conducted by the City or its affiliate organizations.

### *Short Range and Ongoing Protocols in Programming*

#### **I. Inclusion and diversity in programming**

- Consider demographics when planning programs and events.
  - Create programming to attract different communities
  - Develop opportunities for multi-cultural education events
- #### **2. Utilize residents from diverse backgrounds in planning and implementing community programs and events**
- Look at the diversity of instructors in recreational activities and other programs
  - Hold additional informal community social events for bridge building through food, storytelling and music
  - Consider who the “presenters” are for programs and events and plan for diversity in activities and venues
  - Create programming opportunities to use local resources, people who are entertainers, speakers, teachers, etc

## Taking Everyone into account when planning for programs and Facilities

The Task Force recognized that the City has a very robust Park & Recreation Program, as well as a wide variety of City wide events and programs. As the city increases in its demographic diversity, the Task Force considered the following issues to insure inclusiveness, accessibility and appropriateness for all members of our community.

- Content
- Community Involvement
- Location
- Accessibility
- Communication



## Eliminating Barriers in Programming and Facilities

### 3. Consider Affordability of programs offered by the City.

- Host scholarships and post availability in prominent location in publicity.
- Plan for cost structure so it is affordable for people who would not qualify for scholarships

### 4. Ensure that all staff members are trained to be friendly and responsive to the needs of a diverse population.

### 5. Ensuring equitable opportunity to participation in City programming and events

- Consider Affordability of programs offered by the City.
- Host scholarships and post availability in prominent location in publicity.
- Plan for cost structure so it is affordable for people who would not qualify for scholarships.

### 6. Ensure that all staff members are trained to be friendly and responsive to the needs of a diverse population.

# Climate Action in Hennepin County

Conversation about transportation, infrastructure and water  
with public entity partners

May 2020

# How has Hennepin County's climate changed?

Two interrelated trends

1. Wetter



2. Warmer



# Climate change will exacerbate disparities



Housing



Health



Education and  
employment



Transportation

# Climate resilience framework



# Climate Action Plan

## Prevent

the problem from getting worse  
by reducing greenhouse gas emissions

## Prepare

for the projected impacts  
by assessing and planning for the risks

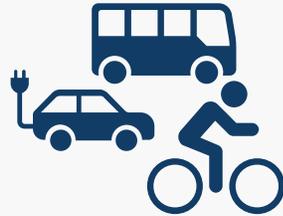
Results in a more equitable and resilient Hennepin County



# Staff work groups are developing strategies



People: health,  
behavior &  
disparity reduction



Transportation  
& infrastructure



Buildings &  
energy



Waste &  
materials



Water, natural  
resources &  
land use

# County priorities for the plan

- Protect people, especially vulnerable populations – don't make disparities worse
- Protect our buildings, roads, other infrastructure and natural resources
- Reduce emissions in ways that align with core county functions and existing priorities
- Deliver services in times of disruption
- Partner in ways that can be most impactful





**MEMORANDUM**  
**Physical Development Department**  
763-593-8030 / 763-593-3988 (fax)

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**Date:** June 18, 2020  
**To:** Environmental Commission  
**From:** Eric Eckman, Environmental Resources Supervisor  
**Subject:** Downtown Redevelopment Study

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At its June 9 Council/Manager meeting, City Council directed staff to begin working on Phase 3 of the Downtown Study which will include the development of design guidelines and small areas plans for certain catalyst quadrants of the study area. Design guidelines will be developed for all four quadrants relating to sites, buildings, streets and walk/bikeways. Implementation strategies will be researched and identified. Click here to review the [June 9 meeting materials](#) and the [Phase 2 Study reports and concept plans](#).

In its 2020 Work Plan, the Environmental Commission included the following action:

- **Downtown Redevelopment Study:** Engage in environmental aspects of the study and plan

Consistent with the work plan, the Commission would like to engage early in the community input process by providing Council and staff with a prioritized list of environmental site design guidelines, and/or environmental goals and considerations for Phase 3 of the study. These may be based on the City's [Resilience and Sustainability Plan](#) or other factors.

Commissioners should come to the June 22 meeting prepared to discuss their thoughts and ideas in advance of a recommendation in June or July.



**MEMORANDUM**  
**Physical Development Department**  
763-593-8030 / 763-593-3988 (fax)

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**Date:** June 18, 2020  
**To:** Environmental Commission  
**From:** Emma Pierson, MN GreenCorps Member  
**Subject:** Pollinators – Inventory Of Chemicals

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The Environmental Commission 2020 Work Plan includes the following action:

- **Pollinators:** Complete actions listed in the City’s Pollinator Protection Resolution, such as:
  - completing an inventory and reducing the use of chemicals on City properties

The first step of this action is to inventory the chemicals currently being used in City maintenance operations. The attached spreadsheet lists each chemical and its intended use. Each chemical’s Safety Data Sheet describes safety procedures, ecotoxicity, and best practices for application. The City follows these guidelines as well as state and federal regulations and the manufacturer’s recommendations, and works to limit the amount and location of chemical applied on City properties. The City’s maintenance practices and procedures with respect to the application of chemicals will be explored in more detail in the coming months.

The chemicals used by the City do not contain neonicotinoids. Neonicotinoids are a class of systemic chemical insecticides that have been shown to impair pollinators at low doses and kill them at higher doses, as stated in the Resolution Endorsing Pollinator Protection and Promoting Pollinator Habitat.

The Commission is being asked to receive and file the inventory.

## Inventory of Chemicals Used on City Properties

Forestry	Use	PPE	Company Contact	Ecotoxicity	Safe Conditions for Use
<a href="#">Pathfinder II Safety Data Sheet</a>	Buckthorn stump application (Winter)	Safety glasses (with side shields), chemical resistant gloves, clean, body-covering clothing, respiratory protection when there is potential to increase exposure limit	800-992-5994	Highly toxic to aquatic organisms on an acute basis, slightly toxic to birds on an acute and dietary basis	Prevent from entering into soil, ditches, sewers, waterways, and/or groundwater. Spills or discharge to natural waterways is likely to kill aquatic organisms.
<a href="#">Rodeo Safety Data Sheet</a>	Buckthorn stump application (Summer)	Safety glasses (with side shields), chemical resistant gloves, clean, body-covering clothing, respiratory protection when there is potential to increase exposure limit	800-992-5994	Slightly toxic to aquatic organisms on an acute basis	Prevent from entering into soil, ditches, sewers, waterways, and/or groundwater.
Park Maintenance	Use	PPE	Company Contact	Ecotoxicity	Safe Conditions for Use
<a href="#">On Deck (Helena) Safety Data Sheet</a>	Ballfield infield and warning track edges (as needed)	Splashproof goggles or face shield, chemical-resistant gloves, long-sleeved shirt and long pants, shoes and socks. Emergency shower and eyewash should be available in work area. Use NIOSH-approved respirator for organic vapors when needed	901-761-0050	Toxic to fish and aquatic invertebrates	Do not apply directly to water, to areas where surface water is present, or to intertidal areas below the mean high water mark
<a href="#">Roundup Pro Max Safety Data Sheet</a>	Landscape planter and hardscape weed control	Chemical goggles (if potential for contact), chemical resistant gloves, skin protection, no respiratory protection needed if used as recommended	800-332-3111	Moderate-highly toxic to aquatic organisms, practically non-toxic to honey bee, earthworm, bobwhite quail	Keep out of drains, sewers, ditches, and water ways.
<a href="#">Strike 3 Safety Data Sheet</a>	Broadleaf weed control (as needed)	Chemical resistant gloves, eye protection, chemical protective boots, aprons, coveralls, and gauntlets to prevent prolonged or repeated skin contact	Medical Emergency Phone Number: 1-877-424-7452	Toxic to fish and aquatic invertebrates and may adversely affect non-target plants	Do not contaminate water when disposing. Can result in groundwater contamination if soils are permeable or the water table is shallow.

## Inventory of Chemicals Used on City Properties

<a href="#">Embark Safety Data Sheet</a>	Growth regulator (discontinuing once existing inventory is used)	Protective clothing including rubber gloves and eyeware	Emergency Telephone: 1-800-424-9300	Possible toxicity to aquatic environments	Do not use near drains or allow to enter drains.
<b>Street Maintenance</b>	<b>Use</b>	<b>PPE</b>	<b>Company Contact</b>	<b>Ecotoxicity</b>	<b>Safe Conditions for Use</b> Do not allow to get into surface water, drains and ground water. Do not contaminate surface or ground water by cleaning equipment or disposal of wastes, including equipment wash water. Drift and runoff from treated areas may be hazardous to aquatic organisms in adjacent sites. Drift or runoff from treated areas may adversely
<a href="#">Specticle Total Safety Data Sheet</a>	Hardscape weed control	NIOSH approved respirators when required, chemical resistant nitrile rubber gloves, safety glasses with side-shields, long sleeved shirt and long pants, closed toe shoes and socks.	1-800-331-2867	Toxic to aquatic organisms, not rapidly biodegradable	
<b>Golf Course Operations</b>	<b>Use</b>	<b>PPE</b>	<b>Company Contact</b>	<b>Ecotoxicity</b>	<b>Safe Conditions for Use</b>
<a href="#">Ipro 2 Safety Data Sheet</a>	Fungicide	NIOSH approved respirators when required, chemical resistant nitrile rubber gloves, safety glasses with side-shields, long sleeved shirt and long pants, closed toe shoes and socks.	1-866-897-8050	Toxic to invertebrates, drift and runoff may be hazardous to aquatic organisms in neighboring areas.	Do not apply directly to water, to areas where surface water is present, or to intertidal areas below the mean high water mark.
<a href="#">Tebuconazole 3.6F Safety Data Sheet</a>	Fungicide	NIOSH approved respirators when required, chemical resistant nitrile rubber gloves, safety glasses with side-shields, long sleeved shirt and long pants, closed toe shoes and socks.	1-919-256-9300	Toxic to aquatic life with long lasting effects. Toxic to estuarine and marine invertebrates.	Do not apply directly to water, or areas where surface water is present or to intertidal areas below the mean high water mark. Runoff may be hazardous to aquatic organisms in neighboring areas. Do not contaminate water when disposing of equipment washwater or rinsate.
<a href="#">Rotator Fluazinam Safety Data Sheet</a>	Fungicide	Long sleeved shirt and long pants, closed toe shoes and socks.	1-800-345-3330	Toxic to aquatic life with long lasting effects.	Prevent material from entering public sewer systems or any waterways. Do not flush to drain. Large spills to soil or similar surfaces may necessitate removal of topsoil. The affected area should be removed and placed in an appropriate container for disposal.

## Inventory of Chemicals Used on City Properties

<a href="#">Chlorothalonil 720 Sft Safety Data Sheet</a>	Fungicide	Safety glasses with shield, goggles recommended. Chemical resistant gloves, long sleeve shirt, pants, and close toed shoes.	1-919-256-9300	Very toxic to aquatic life with long lasting effects. This product is toxic to aquatic invertebrates and wildlife.	Do not apply directly to water, or to areas where surface water is present, or to intertidal areas below the mean high-water mark. Drift and runoff may be hazardous to aquatic organisms in neighboring areas.
<a href="#">T-nex Safety Data Sheet Safety Data Sheet</a>	Growth regulator	NIOSH approved respirators when required, chemical resistant nitrile rubber gloves, safety glasses with side-shields, long sleeved shirt and long pants, closed toe shoes and socks.	1-919-256-9300	Possible toxicity to aquatic environments	Do not apply directly to water, to areas where surface water is present, or to intertidal areas below the mean high water mark.
<a href="#">T-zone Safety Data Sheet</a>	Herbicide	Protective eyewear, long-sleeved shirts and pants, shoes and socks, chemical resistant gloves	816-421-4070	May be toxic to fish and aquatic invertebrates.	Do not apply directly to water, to areas where surface water is present. Drift and runoff may be hazardous to aquatic organisms in water adjacent to treated areas.
<a href="#">Triplet Safety Data Sheet</a>	Herbicide	Protective eyewear, long-sleeved shirts and pants, shoes and socks, chemical resistant gloves	1-800-345-3330	May be toxic to aquatic invertebrates and may adversely affect non-target plants	Prevent from entering into soil, ditches, sewers, waterways, and/or groundwater.
<a href="#">3D Safety Data Sheet</a>	Herbicide	Protective eyewear, long-sleeved shirts and pants, shoes and socks, chemical resistant gloves	1-877-250-9291	May be toxic to aquatic invertebrates and may adversely affect non-target plants	Do not apply directly to water, to areas where surface water is present. Drift and runoff may be hazardous to aquatic organisms in water adjacent to treated areas.



**MEMORANDUM**  
**Physical Development Department**  
763-593-8030 / 763-593-3988 (fax)

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**Date:** June 18, 2020  
**To:** Environmental Commission  
**From:** Drew Chirpich, Environmental Specialist  
**Subject:** Pollinators - Developing New Plots and Habitat

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As part of Golden Valley's ongoing effort to support pollinators and enhance water quality, the City is investing in creating and maintaining pollinator plots throughout the City. Staff has worked with the Environmental Commission to identify and rank areas to be converted into pollinator friendly plantings next.

In an effort to multiply the benefits of these plots into areas that can also benefit humans and provide access to healthy food, staff is proposing to incorporate a small amount of edible trees, shrubs, and ground covers into these plantings. Most edible trees, shrubs, and ground covers flower, which results in the production of nectar and pollen for insects, as well as fruit for other wildlife and human consumption. These pollinator plots would still be comprised of mostly wildflowers, but would have central and accessible areas enhanced with edible plants.

The compounding benefits of incorporating edible plants into the landscape will fulfill items in the Environmental Commission work plan, such as removing barriers to local food production, and the City's Resilience and Sustainability goals, including Goals 4 and 5. These plots can also be sited to provide access to traditionally underserved populations to provide fresh, local food.

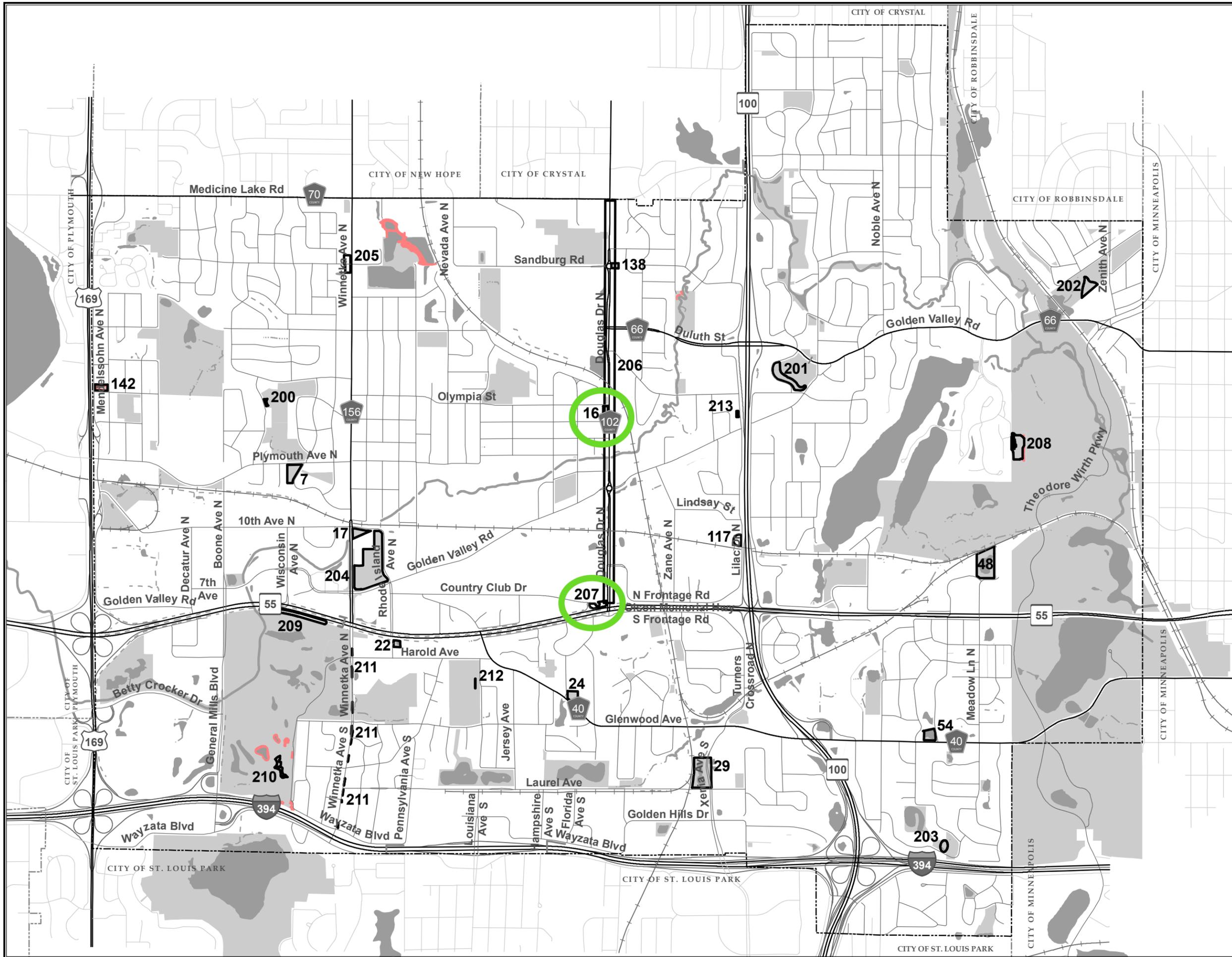
If designed correctly, the plots can provide pollinator and wildlife habitat, enhance water quality, provide food that can be consumed by humans, and be aesthetically pleasing, social gathering areas. The cost of incorporating edible plants into these areas should be comparable to developing typical pollinator habitat and may require less maintenance and cost over time.

The two plots being assessed for development in 2020 are shown in the attached map.

Following a brief discussion, the Commission is encouraged to provide its thoughts on incorporating edible elements into the design of these soon to be developed pollinator plots.

### Pollinator Plots

- Potential Pollinator Plot (23.91 acres)
- Planned (5.01 acres)



Print Date: 10/21/2019  
 Sources:  
 -Hennepin County Surveyors Office for Property Lines (2019).  
 -City of Golden Valley for all other layers.



## PROGRAM/PROJECT UPDATES – June 2020

### **GREENCORPS**

**Member for 2020-2021 service term** – The City has been informed that they have been selected to host a GreenCorps member for the upcoming 2020-2021 service term. The member will be in the Air Pollution Reduction track and will work on many of the City's sustainability and energy reduction goals.

**Market in the Valley-** Market in the Valley is scheduled to begin on Sunday, June 21<sup>st</sup>. This year City staff and our current serving GreenCorps member, will help to make the event more sustainable by providing the opportunity to recycle organics at the market, and eventually will try to move towards making Market in the Valley a zero-waste event.

### **NATURAL RESOURCES**

**Pennsylvania Woods DNR Habitat Grant** – The City recently received confirmation that it was selected to receive a habitat grant for areas of the Pennsylvania Woods Nature Area that are outside of the DeCola Ponds B and C Flood Mitigation project boundaries. The project will involve the removal of buckthorn and other invasive species, and the planting and establishment of native vegetation. A request for quotes has been sent out to select a contractor to complete the work outlined in the project. A contract is expected to be executed soon.

### **WATER RESOURCES**

**DeCola Ponds Flood Mitigation Projects** - The DeCola Ponds B and C Project is about 90% complete. The excavation and utility work is complete, the trails have been paved, and the City's native vegetation contractor is working on soil preparation, seeding, and planting trees, shrubs, and grasses.

The City and Bassett Creek Watershed are beginning to plan and study the next flood mitigation project areas. The Wildwood Park/SEA School area has been identified as having potential for flood storage to benefit properties around DeCola Ponds D, E, and F. A planning level study to understand opportunities and challenges and develop concepts is programmed for this spring and will include engagement with the community, the school, and nearby stakeholders. The Isaacson Park/Industrial Area is also being looked at for potential future flood storage. The DNR is supportive of the projects in Golden Valley and has requested flood damage reduction funding in the 2020 state bonding bill this legislative session. A community engagement opportunity is now available for residents to learn more and provide valuable input at <https://storymaps.arcgis.com/stories/0cd58b281eb94ddea9dcb5ace866ab3b>.

### **PLANNING AND ZONING AND DEVELOPMENTS**

June 18, 2020

#### **Planning Commission**

**Narrow Lots**—A Zoning Text Amendment to modify regulations for homes built on narrow lots (those 65 feet in width and less). The Planning Commission held a public hearing on June 8 and discussed eight different changes to the Zoning Chapter focusing on narrow lots. 53 comments were submitted as part of the public record via an on-line form; three callers provided input during the hearing. The Commission continued the hearing to June 22 in order to give staff additional time to address questions related to shading and dormers. The City Council is expected to consider the proposed changes on July 21.

## City Council

**Tobacco Sales Restrictions**—A Zoning Text Amendment to restrict the sale of tobacco products based on nearby uses was approved on June 16 (5-0). Following recent City action to restrict the sale of flavored tobacco, to raise the age of sales to 21, and to cap the number of City tobacco licenses, the new regulations add locational restrictions around schools, parks, and other youth-oriented centers.

**1421 Rhode Island Ave N**—An appeal of a variance denial around a driveway and curb cut was heard by the City Council on June 16. The Council voted (5-0) to uphold the BZA decision and require the second driveway be removed.

**4725 Olson Memorial Highway**—An appeal of a variance denial around adding two accessible spaces at the end of the frontage road cul-de-sac was heard by the City Council on June 16. After discussing options with staff, the Council voted (5-0) to approve the variance with three conditions that addressed concerns regarding snow removal, visibility, and construction.

## Other Updates

**Temporary Outdoor Service Areas**—In order to meeting the Governor’s orders allowing outdoor dining, staff worked to develop a process for reviewing and approving applications from local restaurants in order to allow them to conduct business outdoors. The City is offering temporary waivers to various zoning requirements including setbacks and parking counts. All liquor licenses requirements, building codes, and fire codes must still be met. Five restaurants, in addition to Brookview’s Three One Six Bar + Grill, have opened.

**Downtown Study, Phase III**—At the June 9 Council/Manager meeting, the City Council gave the go ahead to move forward with Phase III of the Downtown Study. HKGi will resume its work in July and will further refine designs for three catalyst sites in addition to producing design guidelines for the downtown area. A small area plan for the downtown will be ready for adoption as part of the 2040 Comprehensive Plan at the conclusion of the process.