

**January 28, 2025 — 6:30 PM**  
**Council Conference Room**  
**Hybrid Meeting**

## **DEI COMMISSION MEETING AGENDA**

Diversity, Equity, and Inclusion (DEI) Commission meetings are being conducted in a hybrid format with in-person and remote options for attending.

Remote Attendance Options: Members of the public may attend this meeting by streaming via [MS Teams](#) and entering passcode jCvmxK.

Questions/Comments: Members of the public who have questions about the commission or any items on the agenda should contact the staff liaison - Seth Kaempfer at (763) 593-8045.

### **1. Call to Order**

### **2. Land Acknowledgement**

We acknowledge and honor the Dakota nation, on whose ancestral land the City of Golden Valley is built, and whose land resources we use. We commit to counteracting the erasure of the cultural practices and presence of the Dakota people through education and by amplifying a wide range of indigenous voices.

### **3. Roll Call**

___ Interim Chair, Ruth Paradise	___ Ajani Woodson	___ Joelle Allen
___ Tracy Murphy	___ Kristian Baker	___ Kira Jimenez
___ Andrew Alberth		

### **4. Approval of Agenda**

### **5. Approval of Minutes**

5.A. Approval of Minutes - November 26, 2024 & December 5, 2024

### **6. Discussion Items**

6.A. DEIC Chair Updates and Process

6.B. DEIC 2025 Work Plan

1. New Brighton Equity Committee Work Plan Presentation
2. Annual Funding Approval

- 6.C. DEI Commission Calendar Date Adjustments
- 6.D. “Separation Law” (Previously known as “Sanctuary Cities”) Policy

**7. Subcommittee Updates**

- 7.A. City Systems
- 7.B. Communication and Networking
- 7.C. Events
  - 1. MLK Contest and Event
  - 2. BAEGV
    - 1. March 2025: Neighbors & Friends That Live/Thrive with Disabilities
  - 3. Global Golden Valley Festival (Working Title)

**8. Staff Updates**

- 8.A. DEIC Commissioner Membership

**9. Adjournment**



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**November 26, 2024 — 6:30 PM**  
**Council Conference Room**  
**Hybrid Meeting**

# **DEI COMMISSION MEETING MINUTES**

## **1. Call to Order**

Meeting called to order at 6:35pm

## **2. Land Acknowledgement**

## **3. Roll Call**

Commissioners present: Lee Thoresen, Tracy Murphy, Ruth Paradise, Kira Jimenez, Andrew Alberth, and Kristian Baker

Commissioners absent: Ajani Woodson and Joelle Allen

Staff present: Seth Kaempfer, Equity and Inclusion Manager

## **4. Approval of Agenda**

**Motion** to approve agenda by Commissioner Paradise, seconded by Commissioner Alberth  
**Motion carries 6-0**

## **5. Approval of Minutes**

**Motion** to approve minutes by Commissioner Murphy, seconded by Commissioner Alberth  
**Motion carries 6-0**

## **6. Discussion Items**

### **6.A. Bill Hobbs Award Nominations and Selection**

Commissioner Thoresen and Paradise shared who they chose to win the Bill Hobbs Award. Commissioner Thoresen shared that there were such strong nominations that they decided to choose two winners and Commissioner Paradise provided background on the two winners.

**Motion** to award the Trey Gladney and Christopher Robinson the Bill Hobbs Award by Commissioner Murphy, seconded by Commissioner Jimenez  
**Motion carries 6-0**

### **6.B 2025 Commission Draft Work Plan**

Commissioner Thoresen presented on the draft work plan to the commission.

Commissioner Thoresen noted that there is the intention to plan and execute a larger culture event and that discussions have begun with GV Foundations. The plan is to implement it in summer 2026, which has been a commission interest for a couple of years.

Commissioner Thoresen also shared that it will be important in the future to continue doing event but also have sustained efforts regarding work from the City Systems Subcommittee.

Commissioner Thoresen provided an overview of an event the commissioners attended regarding a DEIC/HRC forum and asked Staff Kaempfer to reach out the planner to gather details about Golden Valley hosting the next forum.

Commissioner Alberth asked about how the commission is able to strategy build into the plan ways to acknowledge the great scope of politics of the nation in the work of the commission, especially when it directly affects their work and call-to-action. Commissioner Thoresen and Staff Kaempfer shared that commissions can make statements and share out but that it must align with their bylaws. Commissioner Alberth asked the commission for permission to draft a statement and send it over for promotion in the new year. The commission agreed and Commissioner Alberth said he would bring it to the next meeting. Commissioner Thoresen also put out the ask if the council would also reaffirm their commitment DEI.

#### **6.C. City Ice Rinks and Wetland Preservation**

Commissioner Paradise provided information about a community member concern regarding environmental issues with the City's ice rinks and wetland preservation.

Commissioner Thoresen asked if the situation is too tenuous and that it would be better to partner with the Environmental Commission and the Open Space and Recreation Commission.

Commissioner Paradise said that she will contact the chair of the Environmental Commission and share that they would like to partner on something if they are interested.

#### **6.D. Council Agenda and DEI Commission Future Topic Discussion**

Staff Kaempfer shared that one of the ask from commissioners after the DEIC/HRC forum in New Brighton was to provide information about upcoming council agenda topics so that the commission could stay in the know. Staff Kaempfer asked any criteria that would help to make sure he brought the most important information to the commission. Commissioner said that they will think on and provide input at a later date and asked Staff Kaempfer to provide information before meetings if possible.

### **7. Subcommittee Updates**

#### **7.A. City Systems**

Staff Kaempfer provided an update about the Equity Decision Making Toolkit and that some redesign happened to create a better read and understanding for those using it. Staff Kaempfer shared what decision and action will be testing the toolkit and tools.

Commissioner Thoresen asked that once the tool is revised that it come back to the subcommittee. Commissioner Thoresen also stated that a formal recommendation should be made to council for them to use the toolkit and tools on their policy work and decision making.

## **7.B. Communication and Networking**

Commissioner Paradise noted that while they have strong connection to various organizations and group across the city that dedicated and purposeful efforts will still need to continue in the next year.

## **7.C. Events**

### **1. BAEGV**

#### **1. December 2024 BAEGV: DEIC Year In Review & Celebration**

Commissioner Paradise provided an update about RSVPs for the event. Commissioner Paradise shared about how they have been promoting the event. Commissioner Thoresen will be building an agenda for the evening and is looking for it to be a broad discussion instead of having topic tables.

#### **2. 2025 MLK Contest**

Commissioner Murphy provided a progress update about contacting various school and getting the word out there about the contest. Staff Kaempfer shared that there are no submissions at the time. Commissioner Murphy also provided an overview of the partnership with Sweet Potato Comfort Pie and their MLK event.

## **8. Staff Updates**

### **8.A. DEIC Commissioner Membership**

Staff Kaempfer shared that Council has appointed two new commissioners and a youth commissioner. These commissioners will be attending their first meeting in October.

### **8.B. DEIC Budget**

Staff Kaempfer shared updates regarding the budget and what was left to spend for the upcoming event

### **8.C. Upcoming City Initiatives and Programs**

Staff Kaempfer asked the council how they would like to be informed of upcoming city initiatives and programs to have more insight. Commissioners agreed that this would be important and to provide information in advance when possible. Commissioner Thoresen asked specifically about

getting information about dual-naming for signage and Staff Kaempfer said he would contact Director Kiefer.

**9. Adjournment**

Meeting adjourned at 8:03 pm.

\_\_\_\_\_  
Seth Kaempfer, Equity and Inclusion Manager

\_\_\_\_\_  
Date

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Ruth Paradise, Interim Chair

\_\_\_\_\_  
Date



**December 5, 2024 — 5:30 PM**  
**Brookview – Valley Room**  
**Hybrid Meeting**

## **DEI COMMISSION MEETING MINUTES**

### **1. Call to Order**

Meeting called to order at 5:30pm

### **2. Land Acknowledgement**

### **3. Roll Call**

Commissioners present: Lee Thoresen, Tracy Murphy, Ruth Paradise, Andrew Alberth, Kristian Baker, and Joelle Allen

Commissioners absent: Ajani Woodson and Kira Jimenez

Staff present: Seth Kaempfer, Equity and Inclusion Manager

### **4. Approval of Agenda**

**Motion** to approve agenda by Commissioner Allen, seconded by Commissioner Alberth

**Motion carries 6-0**

### **5. Discussion Items**

#### **5.A. 2025 MLK Competition**

Commissioner Murphy provided an update about what to expect for the competition, partnership with Sweet Potato Comfort Pie MLK event, and the upcoming deadlines.

#### **5.B DEIC Reacknowledgement/Reaffirmation of Equity Statement**

Commissioner Alberth presented the statement that he drafted to the commissioners. Commissioners provided comments and edits to what should be said. Commissioner Alberth and Paradise suggested that this statement go on the upcoming newsletter, newsfeed, social media, and the DEIC's webpage.

Staff Kaempfer stated that he will send over the statement to the Communications Department for and noted that it will most likely be edited for length, especially on social media.

### **6. Staff Updates**

Staff Kaempfer had not updates at this time.

## **7. Adjournment**

Meeting adjourned at 6:00 pm.

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Seth Kaempfer, Equity and Inclusion Manager

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Date

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Ruth Paradise, Interim Chair

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Date



# 2025 Proposed Work Plan

## Golden Valley Diversity, Equity & Inclusion Commission: Proposed Work Plan, January 2025-March 2026

DEIC Charge	Proposed 2025 Outputs
1. Analyze the City's systems and recommend DEI improvements (in coordination with City staff, council, mayor).	<ul style="list-style-type: none"> <li>Consult with the Equity and Inclusion manager to monitor adoption and use of Equity Analysis Toolkit</li> <li>Resume work with City staff, city council on naming public assets policy</li> <li>Begin reviewing City housing, transit and other community development policies and programs with an equity lens</li> </ul>
2. Help City officials and staff to communicate the City's DEI work and facilitate community engagement and feedback on that work.	<ul style="list-style-type: none"> <li>Expand relationships with historically excluded community groups and leaders (including Golden Valley neighborhood leaders), providing input and feedback on City's DEI work (and who could partner w/DEIC when relevant)</li> <li>Provide/partner with City communications staff to ensure publicity for specific events that DEIC organizes, co-organizes or endorses</li> <li>Informal meetings and information sharing with other City Commissions</li> </ul>
3. Collaborate with organizations to organize events and other actions that educate the community and increase appreciation for DEI and human rights.	<ul style="list-style-type: none"> <li>Present at least four BAEGV community forums (March: Disabilities – Workabilities, Q3: Indigenous Communities, September: Recognizing Neighbors, December: DEIC Report to the Community and Community Input into Priorities for 2026)</li> <li>Hate Has No Home Here Series: a) Agism; b) TBD; c) TBD</li> <li>Support Sweet Potato Comfort Pie events, Ho-Chunk history event, Golden Valley Pride</li> <li>Sponsor MLK Essay &amp; Art Contest, Bill Hobbs Award</li> <li>Start planning for a bigger multicultural celebration event in summer 2026</li> </ul>

## **DEIC 2025-Q1 2026 Work Plan by Quarter:**

### **Q1 2025 (January-March)**

#### DEIC overall:

- Begin planning Q2 BAEGV on Indigenous communities
- Begin discussion on hosting Region wide forum for DEI Commissions

#### City Systems:

- Begin reviewing City housing, transit and other community development policies and programs with an equity lens

#### Communications:

- Communications for MLK contest
- Communications for March BAEGV
- Initial communications planning for June BAEGV

#### Events:

- Sweet Potato Comfort Pie Event (January)
- MLK Youth Essay/Drawing Contest (January)
- BAEGV Forum: Disabilities - Workability (March)
- Approach PEACE Commission regarding joint Q3 event
- Participate in community meetings to consider community wide celebration (held annually in September)

### **Q2 2025 (April-June)**

#### DEIC Overall:

- Continue discussion and promotion of inter-commission cooperation at Board and Commissions Annual Meeting
- Begin planning for Sept BAEGV re recognizing neighbors (with PEACE Commission)
- Begin discussion and planning on hosting Region wide forum for DEI Commissions

#### City Systems:

- Evaluate use and effectiveness of Equity Analysis Tool
- Work with Open Space and Recreation Commission to research about and implement dual-naming for signage to include Hāha Wakpadan

#### Communications:

- Communications for Q2 BAEGV

#### Events:

- BAEGV Forum: Indigenous Communities (June)
- Support Pride Festival (June)

### **Q3 2025 (July-September)**

#### Overall:

- Begin planning Q4 BAEGV Forum
- Planning and hosting Region wide forum for DEI Commissions

#### City Systems:

- Prepare to be able to discuss City Equity Plan implementation progress with City staff and Council

#### Communications:

- Communications for September BAEGV
- Begin promoting Bill Hobbs Award, MLK Contest opportunities

#### Events:

- BAEGV Forum: recognizing neighbors (with PEACE Commission)

### **Q4 2025 (October-December)**

Overall: Begin drafting 2025 (April 2025-March 2026) DEIC Work Plan

#### City Systems:

- Discuss City Equity Plan implementation progress with City staff and Council

#### Communications:

- Promote Bill Hobbs Award, MLK Contest opportunities
- Communications for December BAEGV

#### Events:

- Conduct Bill Hobbs Human Rights Award process, begin MLK Contest process
- BAEGV Forum: 2025 DEIC Year in Review and community input into 2026 Work Plan (December)
- Continue enlisting partners, sponsors, exemplars for mid-2026 celebration event

### **Q1 2026 (January-March 2026)**

Overall: Develop workplan for April 2025 – March 2026

#### City Systems:

- Update City equity plan implementation goals for 2026 as necessary

#### Communications:

- Communications for Q1 BAEGV

#### Events:

- Sweet Potato Comfort Pie Event (January)
- MLK Youth Essay/Drawing Contest (January)
- Determine BAEGV Forum topics for the year (March)
- Planning for 2026 multicultural celebration event

Ongoing (2025 – 2026)

- Commission review of the City housing, transit, and other community development policies and programs with an equity lens
- As needed and when opportunity arises, meet with/share information and project participation with other commissions.

# Equity Commission Work Plan

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

## TOPIC

## COMMISSION TASK

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

\* Anticipated Commission action item | **Bold text** indicates Council Strategic Priority | <sup>[C]</sup> indicates Commission initiated

# Equity Commission

2024-2025 | Approved Quarterly Calendar (*subject to change*)



## TOPIC

## COMMISSION TASK

## FUTURE TOPICS

April – June 2024	<ul style="list-style-type: none"> <li>• Orientation Training</li> <li>• Commission Overview</li> <li>• Work Plan Approval *</li> <li>• Accessory Dwelling Units (ADUs)</li> <li>• <b>Community Engagement Next Steps</b> <sup>[C]</sup></li> </ul>	<ul style="list-style-type: none"> <li>→ Understand City government</li> <li>→ Understand Commissioner Role</li> <li>→ Identify/update Commission interests</li> <li>→ Review and Advise</li> <li>→ Discuss and Advise</li> </ul>	<ul style="list-style-type: none"> <li>• Additional Policy Review</li> </ul>
July – Sept 2024	<ul style="list-style-type: none"> <li>• <b>Procurement Policy</b></li> <li>• <b>Affordable Housing</b> <sup>[C]</sup></li> <li>• Ramsey County Elections &amp; Impacts on Residents <sup>[C]</sup></li> <li>• Farmers Market</li> <li>• Dakota Sacred Sites Tour</li> </ul>	<ul style="list-style-type: none"> <li>→ Review and Advise</li> <li>→ Discuss and Advise</li> <li>→ Learn through staff presentation</li> <li>→ Volunteer via tabling</li> <li>→ Attend and Learn</li> </ul>	
Oct – Dec 2024	<ul style="list-style-type: none"> <li>• Tobacco Policy</li> <li>• Equity Efforts in Education <sup>[C]</sup></li> <li>• Youth Community Connectors Program</li> <li>• GIS Equity Mapping Next Steps <sup>[C]</sup></li> <li>• <b>Equity Strategic Action Plan (ESAP) Ideation</b></li> </ul>	<ul style="list-style-type: none"> <li>→ Learn and Understand</li> <li>→ Learn and Understand</li> <li>→ Review and Advise</li> <li>→ Review and Advise</li> <li>→ Review, Discuss, and Advise</li> </ul>	
Jan – March 2025	<ul style="list-style-type: none"> <li>• Metro Area Commission Forum * <sup>[C]</sup></li> <li>• Transportation, Busing, &amp; Accessibility <sup>[C]</sup></li> <li>• Work Plan Visioning for 2025-2026</li> <li>• Community Iftar</li> </ul>	<ul style="list-style-type: none"> <li>→ Learn, Share, and Elevate relevant strategies and best practices</li> <li>→ Finalize 2024/25 work items or set them up for work in 2025/26</li> <li>→ Review year and identify ways to be better in the coming year</li> <li>→ Identify work products for the coming year</li> </ul>	

\* Anticipated Commission action item | Bold text indicates Council Strategic Priority | <sup>[C]</sup> indicates Commission initiated