

March 25, 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
 Kristian Baker
 Joelle Allen
 Tracy Murphy
 Kira Jimenez
 Andrew Alberth

4. Approval of Agenda

5. Approval of Minutes

5.A. Approval of Minutes - February 25th, 2025

6. Discussion Items

6.A. Bylaws Update
6.B. DEI Language and Communication

7. Subcommittee Updates

- 7.A. City Systems
- 7.B. Communication and Networking
 - 1. GV Pride Tabling
- 7.C. Events
 - 1. BAEGV
 - 1. March 2025 Follow-Up
 - 2. May 2025 Forum
 - 2. Hate Has No Home Here Forum

8. Staff Updates

- 8.A. DEIC Commissioner Membership

9. Future Agenda Items

10. Adjournment

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DEI COMMISSION MEETING MINUTES

1. Call to Order

Meeting called to order at 6:36pm

2. Land Acknowledgement

3. Roll Call

Commissioners present: Ruth Paradise, Tracy Murphy, Joelle Allen, Kristian Baker and Kira Jimenez

Commissioners absent: Andrew Alberth

Staff present: Seth Kaempfer, Equity and Inclusion Manager

4. Approval of Agenda

Motion to approve agenda by Commissioner Murphy, seconded by Commissioner Allen

Motion carries 5-0

5. Approval of Minutes

Motion to approve minutes by Commissioner Murphy, seconded by Commissioner Allen

Motion carries 5-0

6. Discussion Items

6.A. DEIC Chair Updates and Process

Staff Kaempfer provided an update about the process for voting in a chair and/or vice chair for the remainder of those terms. Seth Kaempfer shared that he would follow-up via email with instruction and layout of the nomination and voting process.

6.B DEIC 2025 Work Plan

Commissioner Paradise and Murphy provided an overview of the updated work plan to the commission.

Commissioner Paradise provided an update on the work plan, specifically about the separation law, and noted that policy is within the Police Department. Commissioners noted that the policy is not enough and is worrisome as well as questioned if the City's approach to separation law is through the police department could that create concern and deepen negative impact for communities bearing the brunt. Commissioners also questioned that how will the City and the police department communicate this to let community understand how to navigate these situations and circumstances as well as to advocate for one another.

Commissioner Paradise asked if it might be valuable for the Commission and PEACE Commission to put out a collective statement to Council regarding separation law and their concerns. Commissioners agreed that might be the best course of action and Commission Paradise said that she would reach out to the leadership of PEACE Commission.

Commissioner Allen noted that it would be important to change the collaborator for the Hate Has No Home Series on immigration. Commissioners agreed that the change should be with a local organization that partners or is in direct contact regarding immigration.

1. City of Golden Valley 2030 Strategic Directives

Commissioner Paradise provided an overview of the Council's Strategic Directives and noted that DEI is a prominent part of the directives. Commissioner Murphy shared that as part of the Commission's Work Plan that it should indicate its alignment with the directives.

2. Letter from the City Manager

Commissioner Paradise shared that everyone should have received an email from the City Manager about participating in the conversation about alignment between the Commissions and Council. Some Commissioners noted that they didn't receive the email and Staff Kaempfer said that he will forward over that information.

3. Language Regarding DEI

Commission indicated to move this topic to the March 2025 meeting.

7. Subcommittee Updates

7.A. City Systems

Commissioner Murphy noted that she reached out to Commissioner Alberth about scheduling a subcommittee meeting but hasn't heard anything back. Commissioner Paradise noted that a meeting needs to happen to soon to keep on track with the work plan and will reach to all Commissioners and Staff Kaempfer to schedule time.

7.B. Communication and Networking

Commissioner Paradise shared that a communication submission will be coming soon for the May BAEGV after details are finalized with the Breck School.

7.C. Events

1. BAEGV

1. March 2025: Neighbors & Friends that Live/Thrive with Disabilities

Commissioner Murphy noted that all is ready to go for the event. Commissioner Allen indicated that she will be taking care of the food and refreshments and will submit a receipt for reimbursement.

2. May 2025 Forum

Commissioner Paradise shared that she is in conversation with the Breck School to host the BAEGV forum there to show the film, *Missing from Fire Trail Road*.

Commissioner Paradise indicated that the film will need to be rented and will look at platforms to rent on. Commissioner Paradise and Allen noted that food would be catered by the Breck School and the Commission will need to choose from their menu.

2. Global Golden Valley Festival (Working Title)

Commissioner Allen indicated that the direction the GV Foundation is taking is distinctly different enough from the direction that the Commission wanted to take and doesn't feel it's the right time to collaborate. Commissioner Paradise agreed that the intended cultural event and conversations from had with GV Foundation and the meetings related to getting interested for the arts and music festival don't connect with the wants, needs, and intent of the Commissions proposed event.

Commissioner Murphy and Jimenz noted that it would still be important to stay connected to the GV Foundation regarding the arts and music festival to be in the know of what's happening as well as to potentially participate as tabling at the event.

Commissioner Paradise also indicated that it might be of benefit to still be present at upcoming GV Foundation planning meetings to provide perspective and insight.

Commissioner Paradise indicated that the work plan will need to be updates as the Commission will not be pursuing a culture festival at this time.

8. Staff Updates

8.A. DEIC's Bylaws Update

Staff Kaempfer noted that the Commission is in a current year of updating their bylaws and will need to do so by the end of May or beginning of June. Commissioner Murphy suggested that the updates are broken into three sections and each month leading up to May the Commission reviews and provides suggestions each month. Commissioners agreed to that process and indicated the following sequence of review:

- March Meeting: Review Articles 1 and 2
- April Meeting: Review Article 3
- May Meeting: Review Article 4 and the rest of the bylaws

9. Future Agenda Items

Commissioners asked for the following to be put on the agenda for the March meeting:

- DEI language change and communication
- Commissioner updates
- Bylaws updates

10. Adjournment

Meeting adjourned at 8:23 pm.

Seth Kaempfer, Equity and Inclusion Manager

Date

Ruth Paradise, Interim Chair

Date