

October 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.

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 & Welcome to New Member

4. Approval of Agenda

5. Approval of Minutes

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

6. Discussion Items

6.A. Work Plan - BAEGV and Hate Has No Home Here

6.B. Bill Hobbs Award and MLK Human Rights Contest

6.C. City-Wide Community Survey

7. Subcommittee Updates

7.A. City Systems

7.B. Communication and Networking

7.C. Events

1. Hate Has No Home Here October Forum Debrief

2. December BAEGV

8. Staff Updates

8.A. December Meeting Date

- 8.B. Budget Update
- 8.C. DEIC Bylaws Update

9. Future Agenda

10. Adjournment



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September 25, 2025 — 6:30 PM
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Hybrid Meeting

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, Andrew Alberth, and Madasen Briggs

Commissioners absent: Joelle Allen, Kira Jimenez, and Bill Tipping

Staff present: Seth Kaempfer, Equity and Inclusion Manager

4. Approval of Agenda

Motion to approve agenda by Commissioner Alberth, seconded by Commissioner Briggs.

Motion carries 4-0

5. Approval of Minutes

Motion to approve both June 24th and July 22nd meeting minutes by Commissioner Alberth, seconded by Commissioner Briggs.

Motion carries 4-0

6. Discussion Items

6.A. Land Acknowledgement Updates

Commissioners discussed the changes provided by Crystal Boyd as well as discussed further input by the Garden Club of updating the language of the City's Land Acknowledgement.

Commissioners further discussed updating the short version that is read before City Council and City Commissions' meetings.

Commission asked that Staff Kaempfer provide back their input and ask that Crystal Boyd look over and provide additional input to the potential edits provided by the Commission.

6.B Bill Hobbs Award

Commissioner Murphy shared that information about the award has been shared in the City Newsletter. Commissioner Murphy and Commissioner Paradise shared an overview of the award and what was done last year to obtain nominations.

Commissioner Murphy shared the current plan of action and dates of the nomination and selection cycle and noted that during the Commission's November meeting either the selection will occur or those overseeing the process will select prior to the meeting and share who has won.

Commissioner Paradise and Murphy asked that all Commissioners put in a nomination and encourage their peers and neighbors to also submit.

6.C. MLK Human Rights Contest

Commissioner Murphy shared the draft flyer for the contest and asked for input. Commissioners shared their input and asked that it be submitted to the Communications Department.

Commissioner Paradise shared that she will send out the information to the Sunpost and Commissioner Murphy shared that she will send out the flyer to all her contact within the schools.

7. Subcommittee Updates

7.A. City Systems

1. Planning Commission Joint Meeting Debrief (Missing Middle Housing Study)

Commissioner Paradise, Alberth, and Briggs provided an overview of what was shared during the join meeting and how the Commission can be influential in the study. Commissioner Murphy asked that during the next subcommittee meeting they take time to review information on the study again to provide further feedback.

Commissioner Alberth and Paradise also noted that the study and what comes from it will not answer all the problems related to having little to no middle housing but will be able to answer some problems and create more solutions than are happening now.

2. Community Development Policy and Ordinance Review

Commissioner Alberth noted that they are still taking time with the other work that the Community Development Department provided them. Commissioner Alberth and Briggs shared that it would be helpful if they can get employees from Community Development to attend future meetings to assist with better understanding of what they want.

7.B. Communication and Networking

1. Market in the Valley Global Culture Event Debrief

Commissioner Paradise provided a review of the event as well as what happened during the time there. Commissioner Paradise also indicated that it might be of benefit for the Commission to partner with the event in the future and the Commission brainstormed ideas

of potentially providing funds, tabling, and providing suggestions of what additional activities could be done at the event.

2. Community and Communication Transparency

Commissioner Paradise noted that many upcoming City Council candidates are running on communication transparency and shared about how the City is investing the software program known as Envisio as way to share about the progress of various plans, specifically the Strategic Plan. Staff Kaempfer provided further insight into how the software will be used and function both internally and externally.

Commission Paradise noted that the use of this software can help to provide better transparency and be a step in the direction of the Communications Department and other departments of providing information out to community in advance and thought the process of various projects and initiatives.

The Commission noted that in addition to providing updates about various work that other dashboards should be created to share about the City's budget and budget decision-making.

7.C. Events

1. BAEGV September Forum Debrief

Commissioner Paradise shared that although the attendance was not large that those who attended seemed to enjoy it.

2. Hate Has No Home Here October Forum

Commissioner Paradise and Murphy shared that the newsletter had the incorrect date, and this could impact the attendance for the event. Staff Kaempfer shared that a correction has been put on social media and that future promotion will occur with the correct date and information.

Commissioner Paradise provided an update from Commissioner Tipping that everything is in order for the upcoming event.

3. Water Blessing Event

Staff Kaempfer shared about the upcoming Water Blessing Event happening in Plymouth and that event organizers asked for communication sponsorship from the Commissioner. Staff Kaempfer provided an overview of past water blessing events.

Motion to approve communication support for the Water Blessing Event by Commissioner Briggs, seconded by Commissioner Alberth

Motion carries 4-0

4. Robbinsdale HRC Event Debrief

Commissioner Alberth provided an overview of how the event went with Robbinsdale and that the speaker was great. Commissioner Alberth also noted that tabling was successful and provided great visibility for the Commission.

8. Staff Updates

8.A. Budget Update

Staff Kaempfer provided an overview of the current budget and noted that they are on track to spend a majority of their budget by the end of the year.

8.B. DEIC-HRC Commission Inter-City Meeting

Staff Kaempfer provided information about the upcoming inter-city event hosted in Minnetonka for DEI commission and human rights commissions. Staff Kaempfer noted that the event flyer is in the agenda packet.

8.c. DEIC Bylaws Update

Staff Kaempfer shared an overview of the updates to the bylaws and noted that the Commission will need to approve it for it to then go onto the consent agenda as part of a future City Council meeting agenda.

Motion to approve updated DEIC bylaws by Commissioner Murphy, seconded by Commissioner Briggs.

Motion carries 4-0

9. Future Agenda Items

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

- City-Wide Survey Input

10. Adjournment

Meeting adjourned at 7:38 pm.

Seth Kaempfer, Equity and Inclusion Manager

Date

Ruth Paradise, Chair

Date