

November 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.

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

4. Approval of Agenda

5. Approval of Minutes

5.A. Approval of Minutes - October 28th, 2025

6. Discussion Items

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

6.B. Work Plan Review

7. Subcommittee Updates

7.A. City Systems

7.B. Communication and Networking

7.C. Events

1. December BAEGV

2. Day of Racial Healing - Watch Party

8. Staff Updates

8.A. Budget Update

8.B. DEIC Bylaws Update

9. Future Agenda

10. Adjournment



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October 28, 2025 — 6:30 PM
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Hybrid Meeting

DEI COMMISSION MEETING MINUTES

1. Call to Order

Meeting called to order at 6:33pm

2. Land Acknowledgement

3. Roll Call & Welcome to New Member

Commissioners present: Ruth Paradise, Tracy Murphy, Andrew Alberth, Madasen Briggs, Kira Jimenez, Bill Tipping, and Francesca Bernardi

Commissioners absent: Joelle Allen

Staff present: Seth Kaempfer, Equity and Inclusion Manager and Arantxa Chaire-Kobb, Community Connections Specialist

4. Approval of Agenda

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

Motion carries 7-0

5. Approval of Minutes

Motion to approve meeting minutes by Commissioner Murphy, seconded by Commissioner Briggs.

Motion carries 7-0

6. Discussion Items

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

Commissioner Paradise presented the current iteration of the Commissions work plan along with presented an idea of changing up the structure of the events for the next year.

Commissioner Paradise noted that with doing both BAEGV and Hate Has No Home Here creates a lot of work for the Commission and it is hard to build enthusiasm for them all so by having less throughout the year and combining them together could create more excitement. Commissioner Tipping noted that by combining it doesn't limit the scope of the programming. Commissioner Murphy indicated that if combining that a name change might be needed to something broad such as "DEIC Event".

6.B Bill Hobbs Award and MLK Human Rights Contest

Commissioner Murphy shared out about the updates related to the Bill Hobbs Award. Staff Kaempfer noted the amount of nominees and shared that nominees usually increase as the deadline gets closer. Commissioner Murphy asked Staff Kaempfer to share the nominations once the deadline comes via email to all commissioners for them to review for either voting prior to November's meeting or at November's meeting.

Commissioner Murphy also shared about the upcoming MLK Human Rights Contest along with the efforts already in place to get students excited about participating. Commissioner Murphy also shared about the communication with Sweet Potato Comfort Pie and what that relationship entails.

6.C. City-Wide Community Survey

Staff Chaire-Kobb presented on the upcoming city-wide survey. In the presentation, Staff Chaire-Kobb noted the timeline, deadlines, the build out of the survey, and what is to be expected from the results. Staff Kaempfer and Chaire-Kobb also shared that the input from the Commission did makes it way into some of the questions of the overall survey.

7. Subcommittee Updates

7.A. City Systems

Commissioner Alberth shared an overview of the most recent subcommittee meeting, which included setting deadlines for work to be reviewed, providing feedback on Community Development projects, and having a stronger connection to upcoming City policies.

7.B. Communication and Networking

Commissioner Murphy shared that she would like to see this subcommittee be more robust and asked that people join it to help build it out. Commissioner Tipping and Bernardi shared this interest in joining the subcommittee.

Commissioner Murphys also noted that with how the Commission operates events that there may not need to be an events subcommittee and to put an indefinite pause on that subcommittee to instead have each commissioner be in charge or sponsor an event throughout the year. The Commission agreed with approach.

7.C. Events

1. Hate Has No Home Here October Forum Debrief

Commissioner Tipping shared about the event and the great reception that came from attendees. Commissioner Murphy shared that it was one of the most attended Commission events and that the attendees were interested in the topic and very active with the speaker.

2. December BAEGV

Commissioner Paradise provided an overview of the forum including that the City Manager will be in attendance. Commissioner Paradise will be providing a slide deck sharing about the highlights from the past year, introducing commissioners, and more with assistance from Commissioner Briggs.

8. Staff Updates

8.A. December Meeting Date

Staff Kaempfer brought forward to the Commission the need to update the date and time of the Commission's December meeting date to pair with the December BAEGV Forum. Commission discussed adjustment to the time and location.

Motion to move the December Commission meeting to Thursday, December 11th from 5:30pm-6:0pm at Brookview by Commissioner Murphy, seconded by Commissioner Tipping.

Motion carries 7-0

8.B. 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 Bylaws Update

Staff Kaempfer notified that the intended date for the Commission's bylaws will be on Council's agenda for Tuesday, November 18th.

9. Future Agenda Items

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

- Bill Hobbs Award
- Review work plan

10. Adjournment

Meeting adjourned at 7:40 pm.

Seth Kaempfer, Equity and Inclusion Manager

Date

Ruth Paradise, Chair

Date