



January 27, 2026 — 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 - November 25, 2025
- 5.B. Approval of Minutes - December 11, 2025

## 6. Discussion Items

- 6.A. Current Events & DEIC 2026 Work Plan
- 6.B. MLK Human Rights Contest Debrief
- 6.C. Events
  - 1. Who can Afford to Live in Golden Valley?

## 7. Subcommittee Updates

- 7.A. City Systems
- 7.B. Communication and Networking

## 8. Staff Updates

- 8.A. Budget Spend Approval
- 8.B. DEIC Calendar Dates
- 8.C. Subcommittee Breakdown

**9. Future Agenda**

**10. Adjournment**



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November 25, 2025 — 6:30 PM  
Council Conference Room  
Hybrid Meeting

## DEI COMMISSION MEETING MINUTES

### 1. Call to Order

Meeting called to order at 6:31pm

### 2. Land Acknowledgement

### 3. Roll Call

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

### 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. Bill Hobbs Award and MLK Human Rights Contest

Staff Kaempfer shared the nominees for the Bill Hobbs Award. Commissioners discussed who we be awarded and decided that for 2025 two nominees would be given the award. Staff Kaempfer noted that he will take care notifying the awardees, contacting the Communications Department, and adding information to the Council's agenda for the December 16<sup>th</sup> meeting.

Commissioner Murphy shared about the upcoming MLK Human Rights Contest along with the efforts already in place to get students excited about participating. Staff Kaempfer shared that no submissions have come in yet and that the deadline can be adjusted if needed.

#### 6.B Work Plan Review

Commissioner Paradise shared about the current status of the work plan and what to expect for the next year.

Staff Kaempfer noted that in the previous meeting the Commission wanted to change the advertising of the Commission's event to only use the term "DEIC Event". Commissioner agreed that for future events it will either be "DEIC Event."

Commissioner Paradise noted that things will change in the work plan as there will be input gathered from the upcoming DEIC event in December.

The Commission also discussed topics for event, which will be taking place in Q1 of 2026 and to make sure that something is selected although input is still needed from community.

Commissioner Paradise and Briggs agreed to do an event in March about housing in Golden Valley. Commissioner Alberth agreed to do an event in June about ageism.

## **7. Subcommittee Updates**

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

Commissioner Alberth shared that the subcommittee provided feedback about the City's AI Policy and met to discuss various projects that the subcommittee is working on. Commissioner Alberth noted that they are developing a memo to provide back to the consultants and Community Development regarding missing middle housing study and approach.

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

Commission Murphy reminded the Commission that they are going to make the subcommittee more robust over the next year and having a stronger focus on the networking aspect.

Commissioner Murphy noted that the DEIC will be planning an inter-city event that gathers DEI commissions and human rights commissions to plan together, share resources, and support one another.

Commissioner Paradise shared about her approach to communication, which includes using a list of names and contact across the west Metro area.

### **7.C. Events**

#### **1. December BAEGV**

Commissioner Paradise provided an overview of the forum including that the City Manager will be in attendance and providing information. Commissioner Briggs will be providing a PowerPoint along with a handout of the workplan for those attending.

#### **2. Day of Racial Healing – Watch Party**

Staff Kaempfer provided information about an upcoming inter-city event for the Day of Racial Healing. Staff Kaempfer asked if the Commission would be interested in co-sponsoring the

event and at this time the Commission indicated that they need more information regarding the event before they are able to co-sponsor.

## **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 Bylaws Update**

Staff Kaempfer shared that the DEIC's updates to their bylaws will now be on the December 2<sup>nd</sup> City Council meeting.

## **9. Future Agenda Items**

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

- Day of Racial Healing Event
- Memo for Missing Middle Housing
- MLK Human Rights Contest

## **10. Adjournment**

Meeting adjourned at 7:52 pm.

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Seth Kaempfer, Equity and Inclusion Manager

Date

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Ruth Paradise, Chair

Date

December 11, 2025 — 5:30 PM  
Brookview – Wirth Lake Room

## DEI COMMISSION MEETING MINUTES

### 1. Call to Order

Meeting called to order at 5:31pm

### 2. Land Acknowledgement

### 3. Roll Call

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

Commissioners absent: Joelle Allen and Madasen Briggs

Staff present: Seth Kaempfer, Equity and Inclusion Manager

### 4. Approval of Agenda

**Motion** to approve agenda by Commissioner Tipping, seconded by Commissioner Alberth.

**Motion carries 6-0**

### 5. Discussion Items

#### 5.A. MLK Human Rights Contest

Staff Kaempfer shared that he received no submissions at the time. Commissioner Murphy noted that the deadline will need to change to accommodate for lack of submission and the new deadline to be end-of-day January 5<sup>th</sup>. Staff Kaempfer noted that he will contact the Communications Department the next day to share the update in deadline.

Staff Kaempfer also shared that he will provide submissions as they come in to all commissioners so voting can be done in time for the Sweet Potato Comfort Pie event.

### 6. Subcommittee Updates

#### 6.A. City Systems

##### 1. Memo to Community Development

Commissioner Alberth provided the current draft of the memo to provide to the consultant and the Community Development Department regarding missing middle housing. The

Commission provided some input and updates to the current memo and asked for some additional time to provide further feedback. Commissioner Albert noted that once information is provided then he will finalize the draft and send to Staff Kaempfer to be sent out to the department and consultants.

## **6.B. Communication and Networking**

Commission Murphy shared that the subcommittee meeting had to be moved to January.

## **6.C. Events**

### **1. December BAEGV Schedule**

Commissioner Paradise briefly went over the schedule for the evening and asked for any finale input from the Commission.

### **2. Day of Racial Healing – Watch Party**

Staff Kaempfer provided an update to the event along with more information about who is speaking. Staff Kaempfer indicated that if community wants to attend the community watch party that they will need to RSVP by emailing him.

## **7. Staff Updates**

### **7.A. Next Year Budget Planning**

Staff Kaempfer provided an overview of spend from 2025 and what to expect for spend in 2026. Staff Kaempfer also shared that he will send out a breakdown in the email with the January meeting agenda.

### **7.B. Bill Hobbs Award Update**

Staff Kaempfer shared that he has contacted all award winners and they will be attending the December 16<sup>th</sup> meeting.

## **8. Future Agenda Items**

Commissioners did not note any specific items for the January Commission meeting.

## **9. Adjournment**

Meeting adjourned at 5:59 pm.

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Seth Kaempfer, Equity and Inclusion Manager

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Date

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Ruth Paradise, Chair

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Date