

May 9, 2023 — 6:30 PM
Council Conference Room
Hybrid Meeting

CITY COUNCIL WORK SESSION AGENDA

City Council Work Sessions are being conducted in a hybrid format with in-person and remote options for attending.

Remote Attendance: Members of the public may attend this meeting by streaming via [Webex](#), or by calling 1-415-655-0001 and entering access code 2461 970 6788. Additional information about attending electronic meetings is available on the [City website](#).

Discussion Item(s)

1. [Diversity, Equity, and Inclusion Commission - 2022 Annual Report and 2023 Work Plan](#)
2. Council Review of Future Draft Agendas

Council Work Session meetings have an informal, discussion-style format and are designed for the Council to obtain background information, consider policy alternatives, and provide general directions to staff. No formal actions are taken at these meetings. The public is invited to attend Council Work Session meetings and listen to the discussion; public participation is allowed by invitation of the City Council.



This document is available in alternate formats upon a 72-hour request. Please call 763-593-8006 (TTY: 763-593-3968) to make a request. Examples of alternate formats may include large print, electronic, Braille, audiocassette, etc.





EXECUTIVE SUMMARY

Human Resources

763-512-2345 / 763-512-2344 (fax)

Golden Valley City Council Work Session

May 9, 2023

Agenda Item

1. Diversity, Equity, and Inclusion Commission - 2022 Annual Report and 2023 Work Plan

Prepared By

Seth Kaempfer, Equity and Inclusion Manager

Summary

The DEIC Chair, Joelle Allen, will be in attendance to provide a review of the work completed by the Commission in 2022 and to discuss issues related to planning for 2023 and beyond.

Supporting Documents

- [DEIC Annual Report and Work Plan](#)

DIVERSITY, EQUITY, &
INCLUSION COMMISSION
2022 ANNUAL REPORT AND
2023 WORK PLAN

2022 Diversity, Equity, & Inclusion Commission

2022 Diversity, Equity, & Inclusion Commissioners

Joelle Allen, Chair (April 2024)

Ajani Woodson, Vice Chair (April 2024)

Nyre Chester (April 2023)

Carol Lou (April 2023)

Chris Mitchell (April 2023)

Ruth Paradise (April 2023)

David Scheie (April 2023)

Lee Thoresen (April 2023)

Drew Jones, Youth Member (April 2023)

Note: Terms run May 1-April 30

Council Liaison

Maurice Harris

City Staff

Kiarra Zackery, Equity and Inclusion Manager (January 2022-October 2022)

Kirsten Santelices, Deputy City Manager/Human Resources Director (interim liaison October 2022-March 2023)

Airrion Williams, Community Connection and Outreach Specialist (interim support October 2022-March 2023)

Tarafina Olmo, Executive Assistant City Manager's Office (interim support October 2022-March 2023)

Seth Kaempfer, Equity and Inclusion Manager

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2022 Overview

The Golden Valley Diversity, Equity, & Inclusion Commission (DEIC) had a successful and eventful 2022.

Budget

For 2022, the City Council approved a budget of \$3,500 for the DEIC. The DEIC spent \$1972.69 (56 percent) of its budget for professional fees.

Meetings

The DEIC held eleven regular meetings and had an option to attend the City's Joint Board/Commission/Council Meeting in February 2022.

Quarter 1: January-March 2022

Native Governance Center Land Acknowledgment Workshop

Representatives from the Native Governance Center (Executive Director Wayne Ducheneaux and (External + Donor Relations Officer Lauren Kramer) spoke to Commission members in January about areas for improvement within the Land Acknowledgment draft. The following month, Commissioners received draft approval from the Native Governance Center and agreed to finalize the Land Acknowledgment.

Promotion of DEI Events

The Commission discussed promotion of and advertising for future events. The conversation led to networking and engaging with different organizations, pre-writing and creating content, and improving on overall communication.

Quarter 2: April-June 2022

Public Asset Naming Policy with Open Space and Recreation Commission

Parks and Recreation Director Rick Birno spoke with the Commission about the importance of partnering with the Open Space and Recreation Commission on a public asset naming policy.

Building An Equitable Golden Valley Forum: Environmental Justice

The Q2 BAEGV Forum focused on the importance of environmental equity and justice. This included how inequities in green space and amenities affect Golden Valley residents and what Minnesota and Golden Valley are doing to address these issues.

Quarter 3: July-September 2022

Building An Equitable Golden Valley Forum: Affordable, Inclusive Housing

The Q3 BAEGV event on affordable and inclusive housing focused on the history of exclusionary zoning and affordable housing in Golden Valley and the City's goals for expanding affordable housing.

Welcoming New Residents

The Commission shared ideas on welcoming new residents of Golden Valley, identifying several community engagement events the Commission could participate in with the goal of targeting new residents through community outreach.

Quarter 4: October-December 2022

Building An Equitable Golden Valley Forum: Celebrating Diversity, Equity, and Inclusion

The Q4 event featured information on how Golden Valley uses DEI work to build community and introduced community members to the DEI Commissioners.

MLK Human Rights Contest

The DEIC held a Martin Luther King, Jr Human Rights Contest for students who live in or attend school in Golden Valley or attend a Robbinsdale Area or Hopkins District school. The theme was Inclusion and Equality/Justice, and students were encouraged to enter any creative submission that exemplified the theme.

2022 Sampling Of Media Coverage



City of Golden Valley, MN - Local Government

February 15 · 🌐



Tomorrow's Building An Equitable Golden Valley, 6–8:30 pm at Brookview, will be a combination of Golden Valley's traditional equity forum style mixed with a Umoja (Unity) Mixer.

<https://www.goldenvalleymn.gov/CivicAlerts.aspx?AID=587>

City of Golden Valley - Diversity, Equity, & Inclusion

BUILDING AN EQUITABLE GOLDEN VALLEY

presents

Celebrating the Black Women of Golden Valley

February's equity forum will be a combination of Golden Valley's traditional BAEGV style mixed with an Umoja (Unity) Mixer.

Thur, Feb 16 | 6–8:30 pm
Brookview Golden Valley, Bassett Creek Room North

The evening will kick off with food and music and a short presentation on the importance of Umoja, meaning unity in Swahili. Next, members of the City's Diversity, Equity, and Inclusion Commission will host a **Celebrating Black Women Circle**. The event will end with a game of Black History Jeopardy.

www.goldenvalleymn.gov/DEI

Help Us Honor Local Black Women

Scan the QR code or visit the link below to nominate a local black woman to help celebrate Black History Month.

interactionraction.typeform.com/to/VbItRwfp

Golden Valley City Hall
7800 Golden Valley Road, Golden Valley, MN 55427



The Golden Valley Diversity, Equity, and Inclusion Commission (DEIC) honored the 2022 Bills Hobbs Human Rights Award winners, Martha Micks and Rose McGee, last night at the Golden Valley City Council meeting. The award is given annually to community members who work to build an environment that promotes fair and equal treatment for everyone.

<https://www.goldenvalleymn.gov/CivicAlerts.aspx?AID=522>



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The Diversity, Equity, and Inclusion Commission's MLK Human Rights Contest aims to engage students in conversations about inclusion, equality, justice, and more. Students may submit any form of creative work including artwork, poetry, videos, songs, raps, or essays.

Learn more > <https://loom.ly/EvLlvGQ>

2023 MLK HUMAN RIGHTS CONTEST

"We must use time creatively in the knowledge that the time is always right to do right."
—Dr Martin Luther King, Jr



Sponsored by the Golden Valley Diversity, Equity, & Inclusion Commission
Open to students in grades Pre-K–12 who live in Golden Valley; attend a school, religious institution, or recreation program in Golden Valley; or attend a Robbinsdale Area District or Hopkins District school.

THEMES

The MLK Human Rights Contest provides a path for children and youth to follow as they grow. Quotes from King and the over-arching themes give children and youth a starting point on the path to understanding Dr King's message to the world.

Pre-K–Kindergarten (Theme: Inclusion)
Quote: "We cannot walk alone."

Quote (grades 4–7): "Love is the only force capable of transforming an enemy into a friend."

Grades 1–12 (Theme: Equality/Justice)
Quote (grades 1–3): "If I cannot do great things, I can do small things in a great way."

Quote (grades 8–12): "The ultimate measure of a person is not where they stand in moments of comfort and convenience, but where they stand at times of challenge and controversy."

ENTRIES

Enter any creative submission, including, but not limited to, artwork, poetry, videos, songs, raps, or essays. Audio or video entries can be submitted through YouTube or other multimedia platforms.

Entries must include:

- youth's name, address, phone/email, and grade level
- parent name, phone/email
- institution or program name and staff contact information

Email entries to tolmo@goldenvalleymn.gov. Mail or drop off entries care of Tara Olmo, 7800 Golden Valley Rd, Golden Valley, MN 55427.

DEADLINE

Wednesday, Dec 21, 2022, 4 pm

WINNERS ANNOUNCED

Thursday, Dec 29, 2022

JUDGING

Submissions will be judged on inspiration, clarity, creativity, and content applicable to the theme.

PRIZES

A \$100 cash prize will be given to one youth in each grade range, and winners will be recognized at the Sweet Potato Comfort Pie event Jan 15, 2023 at Brookview.

Building An Equitable Golden Valley (BAEGV) Events

BAEGV events were promoted in social media posts, the City newsletter, the City website, and via news releases to local media.

Hobbs Human Rights Award And MLK Literary Contest

Beyond social media posts, the MLK Literary Contest was advertised in the City newsletter and the City website.

2023 Proposed Work Plan

Golden Valley Diversity, Equity & Inclusion Commission: 2023 Proposed Work Plan

DEIC Charge	Proposed 2023 Outputs
<p>1. Analyze the City's systems and recommend DEI improvements (in coordination with City staff, council, mayor).</p>	<ul style="list-style-type: none"> • Consult with the Equity and Inclusion manager to review equity assessments and produce preliminary report on DEI performance in City departments and systems • Partner with OSRC to ensure DEI guidelines for naming public assets and be prepared to at least one public asset named or renamed per these guidelines
<p>2. Help City officials and staff to communicate the City's DEI work and facilitate community engagement and feedback on that work.</p>	<ul style="list-style-type: none"> • Continue developing culture calendar • Improve City communication of DEIC news • 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)
<p>3. Collaborate with organizations to organize events and other actions that educate the community and increase appreciation for DEI and human rights.</p>	<ul style="list-style-type: none"> • Present at least four BAEGV community forums (February: Celebrating Black Women, May: Senior Housing for All, November: Golden Valley's Indigenous Heritage, December: DEIC Report To Community & Input For 2024) • Support Sweet Potato Comfort Pie events and Golden Valley Pride • Reimagine MLK Essay & Art Contest • Reimagine Bill Hobbs Award process

DEIC 2023 Work Plan by Quarter:

Q1 (January-March)

- Sweet Potato Comfort Pie Event (Jan)
- MLK Youth Essay/Drawing Contest (Jan)
- BAEGV Forum: Celebrating Black Women (Feb)
- Culture Calendar development
- Public naming policy development
- Work plan development

Q2 (April-June)

City Systems:

- Review and advise on Equity Assessment with City Equity & Inclusion Manager
- Obtain 2022 Equity Plan performance data from City staff
- Provide input into City staff's development of a process and guidelines for naming/renaming publicly owned assets

Communications & Networking:

- Identify and begin to connect with currently missing cultures and communities (eg, Indigenous, Latin(a)(o)(x), Muslim, LGBTQ+, AAPI)
- Resolve under-communication by City of DEIC topics; investigate having a DEIC section in bi-monthly City newsletter
- Improve coordination with staff regarding Culture Calendar development

Events:

- BAEGV Forum: Senior Housing For All (May)
- Support Pride Festival (June)

Q3 (July-September)

City Systems:

- Review City 2022 Equity Plan performance data, draft findings and recommendations
- Be ready to name/rename one public asset using new DEI guidelines (in collaboration with staff and Open Space & Recreation Commission)

Communications & Networking:

- Post, distribute new Culture Calendar through City communications channels
- Begin identifying ways to elevate Indigenous narratives (in collaboration with Indigenous partners)
- Advise, assist on City's neighborhoods initiative

Events:

- Reimagine MLK Contest
- Reimagine Bill Hobbs Award process
- Begin planning Q4 BAEGV Forums

Q4 (October-December)

Overall: Begin drafting 2024 DEIC Work Plan

City Systems:

- Discuss City Equity Plan performance review findings and recommendations with City staff and Council

Communications & Networking:

- Publicize DEIC 2023 accomplishments

Events:

- BAEGV Forum (Nov): Golden Valley's Indigenous Heritage
- Conduct Bill Hobbs Human Rights Award process, begin MLK Contest process
- BAEGV Forum (Dec): 2023 DEIC Year in Review, Input into 2024 Work Plan, and Cultural Celebration

Review of Future Draft Agendas

Meeting & Item Info
May 16, 2023 HRA Special Meeting - 6:30 PM
Adopt Resolution Sentinel Tax Increment Financing (TIF) Term Sheet
May 16, 2023 City Council Meeting - 6:30 PM
1A - Pledge of Allegiance and Land Acknowledgement
Presentation
New Employee Introductions
Proclamation Recognizing National Public Works Week
Consent - Licenses
General Business License - New Massage Establishment License
Temporary On-Sale Liquor License – Chester Bird Post #523 Veterans Service Organization
Gambling License Exemption and Waiver of Notice Requirement – Hennepin County Sheriff Foundation
Consent - Boards, Commissions, and Task Forces
Receive/File - Diversity, Equity, and Inclusion Commission Annual Report and Work Plan
Consent - Bid, Quotes, and Contracts
Memorandum of Understanding for Pride Event
Approve Harold Avenue Storm Sewer Extension
Approve 2023 Delegated Contract Process Agreement for LPA Approval with MnDOT
Authorize Agreement with Tree Trust for Fall Tree Sale
Approve School Resource Officer Agreement with ISD 281
Approve PERA Settlement Agreement
Consent - Grants and Donations
Accept Bench Donation for Brookview Golf Course
Consent - Miscellaneous
Adopt Public Purpose Expenditure Policy/Employee Handbook Update
Authorize the Mayor and City Manager to Sign PUD Permit No.91, Amendment #5
Approve Minor PUD Amendment for Central Park West PUD No. 121 - AC Hotel
Public Hearing
Major Amendment to Menard Inc. PUD No. 75
Old Business
New Business
Award the 2023 Pavement Management Project Bonds
Mayor and Council Communications - provide staff direction on how many finalists should receive invitations for the interviews on May 19 for the Council vacancy
May 19, 2023 City Council Special Meeting - (time TBD)
Council Member Vacancy Interviews
Discussion Regarding Appointment
Appointment of Council Member to Fill Council Vacancy, Resolution
Adjournment
June 6, 2023 City Council Meeting - 6:30 PM
1A - Pledge of Allegiance and Land Acknowledgement
Call to Order
Pledge of Allegiance and Land Acknowledgement
Oath of Office (date TBD)
Incoming Council Member Introduction (date TBD)
Seating of the Council (date TBD)
Roll Call
Presentation

Meeting & Item Info
Proclamation Honoring LGBTQ+ Month
Proclamation - Recognizing June 19th as Juneteenth Freedom Day
Consent - Council Minutes
Approval of all May Council minutes
Consent - Licenses
Liquor License Renewals
Consent - Boards, Commissions, and Task Forces
Consent - Bid, Quotes, and Contracts
Approve 2023-2024 Police Assistant Chiefs Union (LELS Local 485) Agreement
Authorize State of Minnesota Agency Agreement for Federal Participation in Construction
Consent - Grants and Donations
Consent - Miscellaneous
Approve Resolution for Host Site for the MPCA GreenCorp Host Site
Approval of Final Plat - Sentinel Golden Valley Apartments
Approve Resolution to Assign 2022 Fund Balance to Debt Reduction
Public Hearing
Approve Resolution Supporting Storm Water Pollution prevention Plan (SWPPP)
Approve Zoning Text Amendment - Off-Street Parking and Loading
Old Business
New Business
June 13, 2023 City Council Work Session - 6:30 PM
CP Rail Regional Trail Update & Public Input Plan - Three Rivers Park District
OSRC Annual Report & Work Plan
Council Review of Future Draft Agendas
June 20, 2023 HRA Meeting - 6:30 PM
Consent Agenda
Approval of HRA minutes
Receive and File Previous Quarter's Financial Reports
Receive and File Annual Housing and Economic Development Update and Work Plan
HOPE Round 1 - Affordable Housing Performance Agreement, Write Down, Land Transfer
Approve WF/PN - Affordable Housing Performance Agreement, TIF
Approve Metropolitan Council Local Housing Incentives Account Affordable Homeownership Pilot Grant for the Home Ownership Program for Equity
Public Hearing
Old Business
New Business
June 20, 2023 City Council Meeting - 6:30 PM
1A - Pledge of Allegiance and Land Acknowledgement
Presentation
New Employee Introductions/Promotions/Swearing-In Ceremony
Consent - Licenses
Consent - Boards, Commissions, and Task Forces
Receive OSRC Annual Report and Approve Work Plan
Consent - Bid, Quotes, and Contracts
Approve Contract with Municipal Advisor Service
Approve Scheid Park Roof Replacement
Approve Contract for the Audio and Video Improvement for the Council Conference Room
Consent - Grants and Donations

Meeting & Item Info

Approve Metropolitan Council Local Housing Incentives Account Affordable Homeownership Pilot Grant for the Home Ownership Program for Equity

Consent - Miscellaneous

Appointment of Election Judges and AB Ballot Board for Municipal Election - Resolution

Approve Conditional Use Permit - Wells Fargo Bank Drive-Thru

Public Hearing

Future Land Use Map Amendment, Zoning Map Amendment, and Preliminary Plat approval - 4707 Circle Down and 208 Meander Road

Conditional Use Permit - Wells Fargo Bank drive-thru

Old Business**New Business**

Final Plat Approval - Sentinel Golden Valley Apartments