

## REGULAR BROOKLYN PARK CITY COUNCIL MEETING

Monday, January 8, 2024  
6:00 p.m.

Brooklyn Park Council Chambers  
5200 85th Avenue North

CALL TO ORDER - Mayor Hollies Winston

PRESENT Mayor Hollies Winston; Council Members Maria Tran, Xp Lee, Christian Eriksen, Tony McGarvey, and Nicole Klonowski; City Manager Jay Stroebel; City Attorney Jim Thomson; Community Development Director Kim Berggren; Recreation and Parks Director Brad Tullberg; Police Chief Mark Bruley, and City Clerk Devin Montero.

MEETING VIA INTERACTIVE TECHNOLOGY: Council Member Boyd Morson

ABSENT: None.

Mayor Winston opened the meeting with the Pledge of Allegiance.

### 2A RESPONSE TO PRIOR PUBLIC COMMENT

City Manager Stroebel stated there was one comment at the last Council meeting from Collette Guyott Hemple, and she provided some suggestions to the Council and did not need a response.

### 2B PUBLIC COMMENT

1. Howard Dotson, Minneapolis. He wanted to follow up on legalize cannabis and share a resource. He stated Michelle Alexander wrote a book, *The New Jim Crow*. He stated he was hoping if the city ran the 7 dispensaries for legalize cannabis that some of the proceeds could be used as restorative justice for the war on drugs, the war on crime. He stated the millions that ended up in correctional facilities because of drug charges, Michelle Alexander called it "the school to prison pipeline." He stated he hoped if the city ran the 7 dispensaries, some of that money could be used as restorative justice, and some of those folks could be engaged and be a part of legalized cannabis.

He stated he had concerns about transparency and accountability and about public safety in the city. He stated there was a double homicide on 73<sup>rd</sup> and Zane and saw some issues of quid pro quo, and conflicts of interest that compromised public safety, leading up to that tragic day. He invited Mayor Winston to join him on KMOJ station. He stated the purple shirts that were operating in Huntington Place, he asked them if they were working with the city and they said yes. He stated the current vendor Village BP was not able to be in Huntington Place and saw that as contributing to public safety that happened that day when they had the double homicide. He stated there needed to be transparency and accountability.

2. Collette Guyot Hemple, 9277 Trinity Gardens. Asked the Council to consider asking residents to support a referendum bond or levy to build the indoor amenities. She stated the city was far short of the neighboring cities that had 10,000 to 15,000 less people. She stated it had become clear the park referendum of 2018 the voters supported, was not enough to achieve the goal of a teen center, senior center park improvements and improvements to the community center.

She stated many cities of Brooklyn Park's size had far more and the swimming pool was one of those special things that the swimming lessons in school district buildings filled up within two hours. She stated it did not provide for the 30, to have swimming lessons. She stated 1.5 African American kids died for every one Caucasian child from a drowning incident. She stated the city had to provide those indoor amenities. She stated Minnesota had 6 months of winter and the School District complained about damaging floors for park and recreation. She stated the city would build amenities when it had a bigger tax base, yet kids need structured activities with mentors. She stated a referendum for gyms, two rinks, teen center; senior center and ability to provide for more swimming. She stated kids, parents and residents wanted those amenities. She stated Minnesota had 6 months of winter; and well known with the cold that was coming this weekend. She stated the school district complained about dance shoes damaging their floors for our parks and recreation. She stated the residents had heard over and over again the city would build amenities when it had a bigger taxbase, yet the kids needed structured activities with mentors now. She asked the Council to take a chance and asked the park and recreation staff to outline a referendum that included the money needed for gyms, two rinks, teen center, senior center and ability to provide for more swimming, for the kids. She stated their parents and residents would want the amenities for the six months of winter. She stated, Minnesota was famous for, we need these amenities indoors and support the people; because the resident were the primary ones that supported the cities. She stated when middle class people moved out because other cities had better amenities, the Council would be losing.

She asked the Council to consider using all marijuana funds the state gave to the parks and recreation because the more it kept people from using drugs and starting drugs, in the first place, the healthier our community is going to be for crime, for leisure, for property taxbases; people would be connected to community.

3A. MOTION KLONOWSKI, SECOND ERIKSEN TO APPROVE THE AGENDA AS SUBMITTED BY THE CITY CLERK.

Mayor Winston called for a roll call vote.

3A. THE MOTION PASSED UNANIMOUSLY ON A ROLL CALL VOTE AS FOLLOWS: YES-LEE, ERIKSEN, MORSON, TRAN, MCGARVEY, KLONOWSKI, WINSTON; NO-NONE.

3B PUBLIC PRESENTATIONS/PROCLAMATIONS/RECEIPT OF GENERAL COMMUNICATIONS

3B.1 Introduction of New Employees

Recreation and Parks Director Tullberg introduced Timothy Sayon as a new employees to the Recreation and Parks Department.

Jolene Rotich, Brooklynks Program Manager introduced Anthony Villegrana as new employees to the Community Development Department.

3B.2 Mayor's Proclamation to Recognize January 15, 2024 as Reverend Dr. Martin Luther King Jr. Day in the City of Brooklyn Park.

Mayor Winston read the proclamation to Recognize January 15, 2024, as Reverend Dr. Martin

Luther King Jr. Day in the City of Brooklyn Park.

4.0 MOTION ERIKSEN, SECOND KLONOWSKI TO APPROVE THE FOLLOWING ADMINISTRATIVE CONSENT ITEM:

4.1 SET PUBLIC HEARING DATE FOR FEBRUARY 12, 2024, TO CONSIDER THE RECOMMENDATION OF THE BROOKLYN PARK CHARTER COMMISSION TO AMEND CHARTER CHAPTER 4, SECTION 4.03, OF THE HOME RULE CITY CHARTER.

4.2 TO CONFIRM THE MAYOR'S APPOINTMENT OF AKIHITO JACOBS, CHRIS SULLIVAN AND JASON NEWBY AS ASSISTANT WEED INSPECTORS FOR THE YEAR 2024.

4.3 TO CONFIRM THE CITY COUNCIL APPOINTMENT OF AKIHITO JACOBS AND ALTERNATES CHRIS SULLIVAN AND MIKE CARHILL AS CITY TREE INSPECTORS FOR THE YEAR 2024.

4.4 TO APPROVE A TOBACCO LICENSE FOR STANDRIDGE EMPIRE, INC, DBA CELLARS WINE & SPIRITS – BROOKLYN PARK LOCATED AT 7944 BROOKLYN BOULEVARD, BROOKLYN PARK, MN 55445.

4.5 TO CONFIRM THE CITY MANAGER'S APPOINTMENT OF DR. MATTHEW HOCKETT AS BROOKLYN PARK'S HEALTH OFFICER FOR A TERM OF ONE YEAR TO EXPIRE DECEMBER 31, 2024.

4.6 TO DESIGNATE THE BROOKLYN PARK SUN-POST AS THE OFFICIAL NEWSPAPER FOR THE CITY OF BROOKLYN PARK FOR THE YEAR 2024.

4.7 TO WAIVE THE READING AND ADOPT RESOLUTION #2024-1 APPOINTING JESSE STRUVE AS DIRECTOR AND LATONIA GREEN AS ALTERNATE DIRECTOR OF THE SUBURBAN RATE AUTHORITY FOR 2024.

4.8 TO AUTHORIZE THE CITY MANAGER TO DESIGNATE A DEPARTMENT DIRECTOR, FIRE CHIEF, POLICE CHIEF OR THE ASSISTANT CITY MANAGER TO SERVE, IF NEEDED, AS ACTING CITY MANAGER THROUGH DECEMBER 31, 2024.

4.9 TO SET THE LOCAL BOARD OF APPEAL AND EQUALIZATION MEETING FOR MONDAY, APRIL 8, 2024, AT 6:00 P.M.

4.10 TO WAIVE THE READING AND ADOPT RESOLUTION #2024-2 DESIGNATING REAL PROPERTY APPRAISERS FOR 2024.

4.11 TO APPROVE AN AMENDMENT TO THE KENNEDY & GRAVEN LEGAL SERVICES CONTRACT FOR THE PERIOD JANUARY 1, 2024 THROUGH DECEMBER 31, 2025.

4.12 TO APPROVE A TETRAHYDROCANNABINOL (THC) LICENSE FOR PALMER LAKE VFW #3915, DBA PALMER LAKE VFW, LOCATED AT 2817 BROOKDALE DRIVE N., BROOKLYN PARK, MN 55444.

4.13 TO APPROVE A TETRAHYDROCANNABINOL (THC) LICENSE FOR E-CIG MARKET CORPORATION, DBA E-CIG MARKET, LOCATED AT 8413 WEST BROADWAY N, BROOKLYN PARK, MN 55445.

4.14 TO APPROVE A TETRAHYDROCANNABINOL (THC) LICENSE FOR BROOKLYN GROCERY & TOBACCO, DBA FAST N FRESH FOODS, LOCATED AT 6321 ZANE AVENUE N, BROOKLYN PARK, MN 55429.

4.15 TO WAIVE THE READING AND ADOPT RESOLUTION #2024-3 TO ACCEPT HENNEPIN YOUTH SPORTS PLAYGROUND GRANT AND AUTHORIZE THE MAYOR AND CITY MANAGER TO ENTER INTO A CONTRACT WITH NORTHLAND RECREATION FOR THE PURCHASE AND INSTALLATION OF PLAYGROUND EQUIPMENT, CONCRETE CURBING AND SAFETY SURFACING AT MISSISSIPPI GATEWAY REGIONAL PARK AT A TOTAL COST OF \$175,000.

4.16 TO WAIVE THE READING AND ADOPT RESOLUTION #2024-4 TO APPROVE A CHANGE ORDER FOR PROFESSIONAL SERVICE AGREEMENT WITH DESIGN BY MELO IN THE AMOUNT OF \$48,280 FOR TEEN CENTER DESIGN

4.17 TO APPROVE THE APPLICATION AND APPOINTMENT POLICY FOR FILLING A VACANCY IN THE OFFICE OF MAYOR OR COUNCIL MEMBER.

4.18 TO APPROVE THE ELECTED OFFICIALS RULES OF PROCEDURES AND CODE OF CONDUCT MANUAL.

Mayor Winston called for a roll call vote.

THE MOTION PASSED (5 TO 2) ON A ROLL CALL VOTE AS FOLLOWS: YES-ERIKSEN, MCGARVEY, KLONOWSKI, LEE, WINSTON; NO-MORSON, TRAN.

5. PUBLIC HEARINGS-None.

6. LAND USE ACTIONS-None.

7. GENERAL ACTION ITEMS-None.

7.1 Appointment of Mayor Pro Tem

7.1 MOTION WINSTON, SECOND KLONOWSKI TO APPOINT XP LEE AS MAYOR PRO TEM FOR THE YEAR 2024.

Mayor Winston called for a roll call vote.

7.1 THE MOTION PASSED (5 TO 2) ON A ROLL VOTE AS FOLLOWS: YES-MCGARVEY, KLONOWSKI, LEE, ERIKSEN, WINSTON; NO-MORSON, TRAN.

7.2 2024 Federal and State Legislative Priorities and Positions

City Manager Stroebel briefed the Council on the 2024 Federal and State Legislative Priorities and Positions.

7.2 MOTION KLONOWSKI, SECOND LEE TO ADOPT THE CITY OF BROOKLYN PARK'S 2024 FEDERAL AND STATE LEGISLATIVE PRIORITIES AND POSITIONS WITH THE AMENDED LANGUAGE REQUESTED.

Mayor Winston called for a roll call vote.

7.2 THE MOTION PASSED UNANIMOUSLY ON A ROLL CALL VOTE AS FOLLOWS; YES-TRAN, MCGARVEY, KLONOWSKI, LEE, ERIKSEN, MORSON, WINSTON; NO-NONE.

#### 9A COUNCIL MEMBER REPORTS AND ANNOUNCEMENTS

Council Member Tran stated she wanted to honor police officers Labrock and Hglem for their very exceptional and excellent service. She stated they helped an elderly person in the West District last night and saved the person from the cold. She stated the person had a problem with the car battery and was locked out of the house and car and spent 30 minutes in the cold. She stated the officers took good care the elderly person and they tried to open garage door and front door without damaging it. She stated the officers didn't wear a coat while working out in the cold for nearly an hour and was emotional to see people serving the community and police department serving the community like that. She stated they deserved to be heroes of the month for January.

She stated she was in Germany for two weeks during Christmas and New Years and saw something compared with the city y and United States. She stated people there used water very economically. The sewer water had two systems, one for bowel movements and one for urination to save water that way. She stated they also had immigrant and criminal problems like here but the level of crime was better than the city. She stated the city had drug, alcohol and gun violence, but they had drug and alcohol and no gun violence and no shootings in their country. She stated the city should look at that and learn how to make the city's system better for society, crime and public safety.

Mayor Winston said Happy New Years to everyone. He stated everyone heard the council's legislative priorities and over the next few months they would hear more on how they were going to address public safety as their first priority as a city. He stated they would be rolling out how they are going to approach it and improve on what was done in the past. He stated he had been impressed with the police department on how they were willing continuously improve. He stated it would challenge the community as the council looked to cover the \$3.5 billion gap between the city and Bloomington as they laid down the foundation. He stated they would be asking the community to get involved with that and would be hearing on how to get involved and what it looked like. He stated it was important to the future viability of the city even on items the thought were smaller, how many ice rinks versus how many basketball courts. He stated that cascaded down to the dollars they had to spend 10 to 15 years from now and was a lot easier when there was funding to accommodate options. He stated those were the two beginning priorities and would roll those out as they continued. He stated he was impressed with council last year the town halls and being amenable to the be at the townhalls and engage the community and would continue to seek resident output and seek to act on it.

#### 9B CITY MANAGER REPORTS AND ANNOUNCEMENTS

City Manager Stroebel stated there was a legislative delegation meeting on Wednesday at 6 p.m.

For the community, there was a racial healing series event coming up next Tuesday, at North Hennepin Community College regarding two Brooklyns, one vision, as they saw us. He stated there was also an opportunity for the council related to that tomorrow evening and Dr. Davis sent something out.

At 7:14 p.m. Mayor Winston recessed the meeting and stated the Work Session would be in Room A203.

## 10. WORK SESSION

At 7:28 p.m. Mayor Winston reconvened the Work Session.

PRESENT Mayor Hollies Winston; Council Members Maria Tran, Xp Lee, Christian Eriksen, Tony McGarvey, and Nicole Klonowski; City Manager Jay Stroebel; City Attorney Jim Thomson; Community Development Director Kim Berggren; Police Chief Mark Bruley, and Zach Kramka Strategic Management Coordinator Communications Manager Risikat Adesaogun, and City Clerk Devin Montero.

MEETING VIA INTERACTIVE TECHNOLOGY: Council Member Boyd Morson

ABSENT: None.

### 10.1 Racial Equity Principles Discussion

City Manager Stroebel stated last spring they presented the DEI River map, strategic plan and part of the river map, was development of the Principles by Council and engage with stakeholders, and getting input from Commissions, and staff on the development of the principles. He stated tonight they would share the principles with the Council. He briefed on the vision statement, tonight's agenda.

Strategic Management Coordinator Kramka briefed on Race Equity and Putting Purpose Work.

Community Engagement Manager Shardlow briefed on the Methodology, and Themes

Dr. Davis presented the following principles for discussion.

- *Racial Equity Principle 1: Redistribute Power & Resources*
- *Racial Equity Principle 2: Make Data-Informed Decisions that Center Race*

At 8:51 p.m. Council Member Morson departed the meeting.

- *Racial Equity Principle 3: Acknowledge and Overcome Fear to Achieve What is Best for Humanity*
- *Racial Equity Principle 4: Prioritize Racial Healing from Racial Trauma and Commit to Racial Justice*
- *Racial Equity Principle 5 Establish Authentic Relationships with Community Members, in Particular, Those Who have been Previously Ignored*

Mayor Winston stated one of the things they talked about was wealth creation. He stated if they were going to benchmark southeast Asians, African American, or Latino communities lagging in

terms of wealth, there needed to be some specifics around race because they were benchmarking that. He stated it would be a piece of it because they were going to have to track it and wealth had to come out of it. He stated wealth had to be created from it because that was one of the huge markers that controlled a number of outcomes, whether it was education, lifespan or quality of life.

Council Member Klonowski stated the heart of what James Baldwin was saying, you didn't ask the people at the top, you asked the other people. She asked why it was supervisors, managers and directors and if there were any conversations with the day to day staff who were not managers, directors, supervisors on how that applied to them in the city or working for the city. She asked if other people had opportunities to share it on multiple levels.

Dr. Davis stated in the multiple iterations of the development of the river map, multiple different constituencies weighed in from every level, everyday staff that were working in community development who might not have a managerial title but worked on a daily basis, from those at community engagement, had weighed in the different iterations of the development of the entire process. He stated feedback was provided to their respective managers on things they liked to see within the organization and were perplexing their work experience on a daily basis. He stated they had expressed that to the managers and directors, and they brought that to the arena of discussions as they wrestled with those ideals.

He stated they also did it at BP Learns, which was a weekly professional development where people could log in, which made it easier, to get offerings and people weighed in there. He stated their implementation motto was bringing it to the people that would operationalize it who were also be part of the process.

Council Member Klonowski remembered when the river map was presented to Council, and it was brought up about other groups experiencing other levels of harm and discussed at that meeting broadly and seeing it show up in the themes.

Community Engagement Manager Shardlow stated the Council, one person at CLIC and the Human Rights Commissioners discussed it. She stated the way they thought about it addressing race first created the framework, then they could apply it to work on the other groups. She stated they were standing by that and called them racial equity principles and would see where they were going once, they saw it all in place.

Council Member Klonowski asked about implemented that to other groups, when would that be given to the Council to see the progress, what tweaks needed to be made and then what happened.

Dr. Davis stated they would be going through a few more slides that would answer her questions. He briefed on the Introduction to Racial Principles.

Mayor Winston, stated in the second paragraph, "the city of Brooklyn Park leads with race," thought it could be a wordsmith item and thought of the worst way someone could take it. He understood the Council was talking about creating racial equity framework and addressing what needed to be address and leading with a racial equity framework. He stated there were people out there and all they needed to see was that and would say the city was leading with race and didn't know what bucket many of those folks were in and bothered them. He suggested a change to help people understand the goals they were leading with that framework to get those

outcomes, so it was clear. He felt it was one of those things that someone could take it completely out of context and wreak havoc with it.

Council Member Eriksens stated when he saw the words “leads with”, first thought was “Brooklyn Park is a leader with”, which wasn’t what was being communicated. He suggested using words, like “the city of Brooklyn Park centers race in”... or “Brooklyn Park identifies race as key lens through...”.

Council Member Klonowski stated regarding stolen land. When the Council did a proclamation for Native American history, they didn’t name the tribes and it bothered her. She stated they had not acknowledged they were on land lived on by other people and didn’t name the tribes. She stated they had access to that information, and they should be much more aware of that and honor the people that had been here before any of the farmers or any of the Council.

Council Member Morson stated they could marvel at all of the hard work to put those things together, the bottom line was they had to take action to make sure the work. He stated all of the work they put in the meetings, writings and slides were meaningless if they were not taking action to do what it was they said they wanted to do. He stated the purpose was their number one goal in achieving all of the principles they were putting together to create a playing field for all people. He stated it would take action and dedication from all of them.

***Racial Equity Principle #1, Redistribute Power and Resources.***

Dr. Davis briefed on Racial Equity Principle #1.

Mayor Winston commented on the two middle bullets. He stated on “Resources will need to be deployed equitably” should not say equally. He stated just to say what they were going to do, and didn’t have to contrast it. He didn’t know if they had to state, “those with power may resist this redistribution but we will forge ahead”. He felt that was how the Council moved, they understood there would be some resistance, but they would do what was necessary to get them where they needed to go. He stated if he believed in the in the mission he didn’t always feel the need to invite for people to come and start that fight.

Council Member Tran stated that one applied to the state and federal on what they did to the city. They should not be dividing equally to every city. Every city had a different level of population and then among the population was more poverty and more color. She stated that was why they had to look into keeping the funds. She stated the city was not like Maple Grove, or Crystal and Brooklyn Park had more colored people and low income, poverty. Maple Grove and Crystal was doing better than Brooklyn Park and asked what they did with the money.

Mayor Winston stated it fell under equitably. He stated it was a way to say those in power might resist the redistribution. He stated it might be a learning curve for those in power and different parties or stakeholders because they were still going to forge ahead. He thought there were ways to help people understand what was going to happen, would happen and if they didn’t want to get there, it was on them.

Council Member Eriksen stated his observation with some of the 3<sup>rd</sup> bullet point, “those with power may resist this redistribution” seemed to be what Principle #3 was addressing, “acknowledging and overcome fear to achieve what is best for humanity.”

Council Member Klonowski stated she remembered when President Obama presented the idea of redistribution, the word alone was a fire storm. She agreed with the mayor's instinct to invite people to participate and not give them words to bring their armor out. She stated she could see how people would use it negatively and would rather people want to be part of the conversation and not feel turned off. She also agreed with equitably and not equally. She stated people could read that negatively because there was going to be fear and the more they presented things it was a welcomed conversation.

Dr. Davis went to the Revisiting Purpose of Our Work slide. He stated it was what the principles were and to whom were to utilize them. He stated they were guidelines to adhere to when the Council, staff and Commissions made decisions, design new initiatives, review existing programs, initiatives, policies, and everyday practices. He stated their rationale for saying that, was an internal living document for the purpose of moving their work more than it was an external facing body of work.

Mayor Winston stated he knew with FOIA requests or had commissioners that were not acting in the best interest of residents, suggested creating language they couldn't take it to the local news. He stated there were ways to have it as an internal document and still get there without creating tools people could use to derail it. He stated they made a lot of progress last year and this year was getting into the nitty gritty with racial equity. He stated once they got into the racial equity work then people would be pulling out a microscope and start looking for ways to derail it to stop the progress. He stated even if it was an internal document, to make it something that could not be easily used to derail what they were trying to do as a city.

Council Member Eriksen thought about the 3<sup>rd</sup> bullet point, not as an encouragement to fear language like equity and redistribution but rather as they didn't want to invite themselves to be afraid of those concepts before even starting to implement them by inviting residents to be resistant. He stated they knew they would be resistant if the Council was going to be reluctant to use words like redistribution and equity then Racial Equity Principle #3 was already diminished if that was the principle the Council valued.

Mayor Winston, thought bullet #2, should say, "Resources will need to be deployed equitably", and the other bullet, stated there might be a learning curve, and could say, "people in power or various stake holders, the work still needed to continue."

Council Member Klonowski, stated Racial Equity Principle #3 didn't have the word "redistribution" and that word alone, upset a lot of people. She stated the people had the idea, they had done it, put their taxes in, and built it to bring more resources to their wealth creation. She stated that channeled it in a much more positive way than with people thinking, they had done everything they were supposed to do to get there and going to take from them what they earned to give to other people. She states that's what she heard nationally and was a surprising thing to hear but a lot of people felt and said. She would rather not play into it and thought the way Racial Equity Principle #3 was stated was perfect. She stated she would lean away from words that divided rather than united the city on that path. She stated it was not a fear of a word, it was marketing and how people responded to different words in different ways.

Mayor Winston stated he knew was meant by that. He stated there were people that would take it and twist it to something different when he could rephrase it and still get to the same outcome from a city perspective. He stated he was saying for the 3<sup>rd</sup> one to change it to that and they could get into wealth creation but that was something that was necessary.

City Manager Stroebel stated the title of the principle included the word “redistribute.”

Mayor Winston stated it could say “empower and resources.” He stated he knew what would come from it, once it happened, it happened and once they decided it, it was on paper, it was there, and would be used a certain way. He stated the Council was saying, they didn’t think anybody would distributed their taxes, and did x, y and z, taxes were generally redistributed in some regard. He stated there was a large subset who did not track it with that reasoning, to take their wealth and flatten everything and didn’t matter if it was the truth or not. Flatten it so they were all on the same page and they worked hard to get there. He stated when they said redistribute, that was a sizable portion of the city. He was inclined to come up with language that was more unifying that people could get around. Then they as Council or commissioners could read through that and tracked what needed to be done but had to be on its face, unifying and what was unifying to the group might not be unifying to other people, which is part of the difficulty to governance and needed to address that.

Dr. Davis asked how much stock they put into that percentage of individuals, where there was a healthy constituency that wanted to hear that.

Mayor Winston stated that even though he might not agree what those folks thought, he still had to govern with them and created some level to buy in. He stated even if the city was 60% of color, some of the vocal people and the people that would destroy it, were a smaller portion. He stated there was a vocal minority that had in the past slowed things down and interested in pulling as many of them to be at least reasonable as possible. If not, then the Council had to do what they had to do. He stated he had to be respectful of those opinions and there were people he disagreed with, but their opinion still mattered and still had to find ways to pull them into what the Council was doing in the city and get buy in. He stated if he couldn’t do that, they would still move forward. He stated part of it was saying, how did they create language they could get behind, if not, that was fine, and was not looking to antagonize anyone from day one.

Council Member Klonowski agreed, and she stated Dr. Davis and the group that worked on it was meaningful and not meant to dilute it. She thought there was antagonism versus bringing people into the conversation and she had seen historically some of those words being antagonistic. She would rather the Council learn from that and build bridges to people than making them feel the conversation didn’t include them. She also wanted her district to feel it was a conversation that they could and should be a part of. She stated it was about being neighborly and about supporting everyone around them. She stated her district was also extremely diverse and didn’t want any of her neighbors feel like they were not welcomed to the conversation because it felt antagonistic. She would rather bring everyone in instead of right off the bat saying, those were the words they knew were upsetting but they were just going to throw them in their face. She didn’t think that helped people be part of the conversation.

Council Member Tran agreed with Council Member Klonowski. She stated she didn’t feel her people in her District had a chance to say something about it. She stated it was made by someone else and not had connection with them, shared or listened to them.

Dr. Davis stated he could tell the Council with great confidence it was the work and was not the word. He stated diversity now was a word that was explosive and was what they were trying to do. He stated they could Thesaurus them, but it was the work.

Mayor Winston stated he had been involved with the work publicly and privately. He stated as a Council they had been slowing honing on what that work looked like. He didn’t see the reason to

antagonize and didn't feel great to do that but for purpose of governance and allowing Council to do work, didn't need to introduce that battle. He knew they were going to continue to do that work and there was a way to say it. He stated what they had done as a Council, they were trying to grow the pie so there was more for everyone and now they were trying to hone in to actually do that. He stated he wouldn't get into a tussle over specifically keeping the language that was there. He would rewrite it in way that was more neutral, even if they took words away, the Council knew what they meant. He stated the Council had to be held accountable to do the work but also didn't believe in throwing in a monkey wrench in the work. He stated If someone came back to him and say that communist guy wants to do X, Y and Z and they raised people up, was a negative story, people came out and were organizing behind it because they didn't understand the principles. He stated when people see those principles all they did was look at one or two sentences, then someone would write a 3 to 4 paragraph misquoting it and taking everything out of turn. He stated, then the Council would have to step back and tell everyone what needed to happen and what they meant, what they were going to do and move forward, whereas, if they just upfront, did it the right way, they could have a much smoother ride going forward.

City Manager Stroebel stated he recognized what the Council was saying and would continue the work. He stated they were only on the first principle and suggested going through all of them to get feedback because they would have to come back to the Council with another iteration to make sure Council was comfortable with them. He encouraged the Council to push their boundaries of comfort zones relative to the language. He thought some of the actions the Council had taken and recent Councils had taken, gave examples, the small business center, idea of expanding Zanewood teen center, the work on the prevailing wage and other efforts, were examples of redistribution of power and resources. He stated if it was watered down too much, it would have less meaning, intent and whatever they put forward people were going to have criticism of it.

Council Member Eriksen stated that related to the document in general the prioritization of unity over truth telling was a consist tool of white supremacy.

Council Member Morson stated he supported what the City Manager said and supported Dr. Davis's approach. He stated racism was not easy and not scripted. It was an event that happened that discriminated against people just because the color of their skin. He asked how they could lessen that impact for those who were impacted greatly by that. He stated actions spoke louder than words, the act done to implement those principles, if they saw the results from the actions, the words didn't make a difference because they saw the positive results from the actions that had been taken to implement it. He stated trying to rewrite the language, they would be there forever because everyone had opinions. He stated they should move forward what they thought was valuable and stay focused on the impact of what all of it meant and how it impacted those who they were defending now. He stated it wasn't diluted for them, they lived it, went through it and were still going through it. He stated it should not be sugar coated, diluted, watered down or if people wanted to make a scene because it was reality. He stated the reality was the fact that it was the truth.

Mayor Winston stated he understood people hid behind unity versus truth but also realized it was very real. He stated he had no desire to hamstring the council when they did the work that needed to be done because very often, people would say call it like it was, the people who called it like it was were generally ineffective and very often cared the least.

He stated those who made it happen do what was necessary to push it through to get it done. He stated he was not saying to water it down how they actively lived those principles. He stated

it was important to him understood the work staff had done on it and wanted to get it right. He stated he wanted to make sure they can run behind the principles, when they got out to the public, and the public got behind those principles. He stated to do that, required them to understand the real political reality they lived in so they can move forward.

He stated he wanted to wordsmith it and get it out the right way. Something they all could get behind and sprint on them for the remainder of their time in office and have a measurable change in terms of wealth, opportunity, and quality of life.

Council Member Lee stated after listening to the conversations, didn't think equitably distributing was not watered down. He thought it was turning it around to avoid the political trap that could come from the word redistribute. He stated it was not just whites that would feel like they were taking their tax money and power. It was also males and more privileged females from minority populations and immigrant refugee populations who felt they made it and felt they had lifted themselves up now, bought into the notion having the same privilege and money taken away from them. He stated he saw the mayors point, in terms of trying to avoid the political side. He stated that as a writer/poet himself, after listening to the conversations leaned to equitably distribution. He stated if they could avoid redistribute, thought that would be better. He thought the Council was a liberal progressive Council and asked if it ignited or inspired a less liberal progressive push in the city. He stated it could be undone in the future and were seeing a lot more conservative action in the area. He thought that principle leaned toward equitably distribute instead of redistribute. He thought the connotation on that was too politically charged.

Dr. Davis stated race equity was politically charged and asked how many words could be put on the sideline.

Council Member Klonowski stated that as a governing body, they owed the city both unity and truth and was not their job to offer either independently. She thought offering the truth was there with the racial equity principles were important. She stated the Council owed the city a unifying force behind it, that was their role and had to represent everyone in the city. She would like more people to join the conversation than feeling locked out of it. She stated the majority of the Council at this point were asking the language to focus on bringing people in as well as making sure the work in truth was there. She stated there were a couple words that were triggering for a lot of people.

Mayor Winston stated it was just in this section. He stated he read through the remainder and didn't see issues and it was those two bullet points he felt could cause issues.

Dr. Davis stated the Council also asked to change the principle.

Mayor Winston stated in that section didn't think they won as a Council if they said redistribute with power. He stated there were theories out there that people didn't have power couldn't surpass people with power given self-efficacy in some areas and there were other things they could do and were ways the state could assist in terms of creating the equity. He stated the redistribute power and resources, there were people that saw that and immediately thought Karl Marx. He stated they would call him and say that was Marxists. He stated it was not about the insults, it was about being able to move the work along. He stated he wanted to move the work along and didn't want to create a headwind as they moved the work. He just wanted to get the work done.

Council Member McGarvey stated that phrase was political and evoked Marxism, socialism, and then mixing that race, was a charged issue to begin with. He stated it was political and civic suicide if the goal was to create wealth and distribute it equally.

Mayor Winston stated the two bullets, should be “Resources will need to be deployed equitably” and Council Member Lee came up with language for the 3<sup>rd</sup> bullet. He stated however they wanted to wordsmith it, did not want to lead with redistribute power, and suggested, equitable power and resources, however, Dr. Smith wanted to handle that. He stated it needed to be addressed and from there most people would follow and track what needed to be done.

## **Principle #2 Make Data Informed Decisions that Center Race**

Dr. Davis briefed on Principle #2.

Council Member Lee suggested add to disaggregate data by race and nationality, ethnicity and origin. He thought that would add more to what they were trying to get in deeper data.

Mayor Winston stated there needed to be some type of goals or measurement and was simplistic. He gave an example, he wanted \$10,000 income annual more for this race. He asked what some measurements were where they could look at, quality of life improved, wealth had improved, and tracking some of the groups most affected. He stated if they were looking at Asian Americans, Chinese, Korean, and Japanese were generally over indexing compared to Southeast Asian groups and same thing with African heritage. He stated having measurements where they were saying, creating this equity and needed to see those groups to have that level of equity. He stated when they began to see that, they would see those big gaps, didn't get the same differences in educational outcomes or homeownership. He stated he didn't know what those measurements looked like but those had to be there. He stated it would be tough for the Council, 6 years from now, someone would say this was what the Council said. They either were going to hit or not hit it, but hopefully overshoot the mark. He stated because it was difficult, was a good chance it was under, and people held Council accountable. He stated the Council could say why it missed it, what happened and what occurred there. He thought that needed to be a part of it. He stated it was difficult to look at those principles if he didn't have a visual in his mind, what that looked like in someone's life, an “X” number of households, coming off of free lunch or childcare was easier for them. He stated those were real things and indicators, if it happened and they hit it, they could say they understood how that felt in someone's life and understood why that was important and people would understand why it was important.

City Manager Stroebel stated a lot of data sources they relied on were from the Census, American Community Survey, that did not do it now. He stated there would be some areas in data collection where they were able to go deeper but would also be challenged. He stated the data they did have, unemployment rate, homeownership and income, where they would like to drill down, won't be able to. He stated it didn't mean they didn't strive for it in ways they could such as loans that were distributed and people participating in programs. He stated it would be easier for to do that, but in areas where they relied on state and federal data would be challenging.

Council Member Lee stated if they were having issues with diving deeper into the census data or state data in particular to connect with the MN state demographers office and they could help.

Coordinator Kambra stated the intent behind that principle was saying they valued data, how they used it and used it to evaluate programs, policies, and budgets. He stated when they said they were evaluating data, in the day to day and in the project by project, they did big picture things, and look at gauging success. He stated the way it was written was not getting that specific.

Mayor Winston stated he would like something like a dashboard with three measures and under those measures were two or three things. He stated racism and disparities were so real and would not be flattering in the beginning. He stated it did allow them to track progress made and helped people understand what was going on in the city and what they were aiming for.

Council Member Klonowski asked about the bullet point “incorporate an asset based lens when utilizing data” and if it meant net property.

Dr. Davis stated asset based was central to the thought of positive frame of mind. He stated it was data that created positive imagery and not just one that was saturated in a negative approach. He stated the concern was the protection of data in the sense of his information was valuable and did not want it to be leaked out to anyone. He stated there was also concerns of people of color being othered by data.

Council Member Klonowski stated she read it to be assets, vehicles, properties and suggested rewording it where it was describing more of what it was saying because it was very confusing. She was thinking homeownership numbers and quantitative data.

At 8:51 Council Member Morson departed the meeting.

### **Racial Equity Principle #3: Acknowledge and overcome fear to achieve what is best for humanity.**

Dr. Davis briefed on the Racial Equity Principle #3.

Council Member Klonowski stated how she read it, suggested, “Acknowledge it takes courage to achieve what is based for humanity”. She stated it was again inviting people to be part of the conversation when it said fear and making people feel bad. She stated people would look at it and say it did scare her but was courage not fear. She thought what was said, was right, but thought it could be dividing. She stated fear was another strong word and would rather invite people to be part of it than say that.

Mayor Winston stated he liked the invitation approach. He stated the only thing he would put was “making unpopular decisions that often benefits the most marginalized” because it could be read, saying that all those unpopular decisions were going to always benefit the most marginalized, and sometimes it benefitted everyone.

Council Member Klonowski liked the term challenging instead of unpopular, because it went right to courage. She stated it took courage to face a challenge and unpopular was just saying the majority of people didn’t approve of it.

Council Member Eriksen stated he was thinking of a concept of asset based as Council Member Klonowski was challenging the language that courage was an asset.

Mayor Winston stated he would support that approach. He thought that often it benefitted the most marginalized was going to be key. He stated that putting it in a way that challenged people

was inviting them in to make those difficult decisions for their city and tried to be involved. He stated he would frame it more that way for people to get involved with and then Council was going to do what they had to do. He stated some of that would be unpopular and framing it in a way that built understanding that the Council was doing that for the general community to realign some things, reimagine things and create new systems that worked for them.

Council Member Klonowski stated she wanted to understand as she was reading the language there was obvious intent there in reading the second part, "The city of Brooklyn Park will not let fear of retribution by some prevent the advancement of racial equity". She stated it kind of fit to what she was talking about and was almost like pushing away and wondering what the intent was behind it.

Dr. Davis state that too often noncity employees that were average joes in the community helped make decisions, just a couple of them and had more than enough people who didn't agree with their logic. He stated for far too long, their political prowess had reigned supreme and at what point did they stood up and pushed back, he stated that was the intent.

Council Member Lee suggested switching the principle in the first bullet point as the main principle to #3 to "Innovation and courage will be required to transform systems" as the principle.

Coordinator Kramka clarified that "Acknowledge and overcome fear..." would be swapped with the first bullet point, "Innovation and courage will be required to transform systems."

**Racial Equity Principle #4: Prioritize Racial Healing from Racial Trauma and Commit to Racial Justice.**

Dr. Davis briefed on Racial Equity Principle #4.

Council Member Klonowski suggested "Prioritize Healing from Racial Trauma" instead of "Prioritize Racial Healing from Racial Trauma...."

Dr. Davis stated racial healing was a particular process that focused on racial trauma, they had all been plagued with and specificity spoke to the particular antidote.

Mayor Winston stated he was comfortable with it.

Council Member Klonowski stated it had racial healing, racial trauma and racial justice, a lot of the same words in the same sentence saying the same thing. She stated it was not very concise when one of the guiding principles was to be concise and clear.

**Racial Equity Principle #5: Establish authentic relationships with community members, in particular, those who have been previously ignored.**

Dr. Davis briefed on Racial Equity Principle #5.

Council Member Eriksen suggested a comma, after "communities of color", because communities of color were not transactional.

Council Member Lee asked what the goal was and what it was for. He stated it was describing what they were doing and was a good description in trying to establish and maintain relationships. He suggested pointing to one of the city goals in terms of wanting to engage the community more with city processes or resources.

Mayor Winston stated he saw Council Member Lee's point. Did they want those relationships to help with better governance because the Council was hearing they had a better understanding of what people were struggling with or were they giving them a stronger voice for self-efficacy. He stated they were more involved with the city and those were three things that could be said with one word. He agreed with the language and maybe the goals and principle portion were very short and those who were previously ignored to have a better governance input.

Coordinator Kramka clarified it was trying to keep them grounded and not be out of touch.

Mayor Winston stated it kept them grounded and Council Member Lee's point that would help. Giving a reason why they should have those relationships because people did not care of those previously ignored and didn't understand the reasoning besides why they should have it. He stated if they asked them why they needed it, they wouldn't get it. He stated it did negatively affect how they could governance the city if they didn't have those relationships.

Dr. Davis stated he would argue that community was an expansive definition that was often not included in the way it should have the most marginalized. He stated the average joes talked about not enough for seniors but were not clear of what seniors they were talking about. He stated as they talked about authentic relationships, they had to probe other communities the Council didn't always get to hear from, versus the average joes who were the loudest.

He stated they had spent several hours and still confused on who they were really going to speak to, what the person looked like and put a name on it.

Mayor Winston thought it was difficult in the city on why it was hard to govern diversity. He stated 60% of the city were people of color and within that was so much diversity itself, when he thought who they were trying to reach. When he looked at that language, people would see a little of themselves in all of those principles and if they couldn't see a little of themselves, understood the importance of those principles as to why it would help with their city to make it a better place. He stated that was how he would try to approach the messaging because the city had so much diversity. If he was in Plymouth or Minnetonka, he would keep it simple and he knew who was in Plymouth and with diversity it was more difficult in that they had to create something that really went to general humanity of people. He stated if they didn't have that humanity then it had to be, it made good sense, it made they city safer or wealthier. He stated that was how he saw people looking at it.

Community Engagement Manager Shardlow stated that was the what and they did not have the why. She thought the why was implied because the purpose of principles was to look at the policies and procedures, practices, programs when they were using data to develop racial equity goals. She stated it didn't explicitly say that and thought they could do a better job by incorporating that into the principle of the why they were doing it.

Council Member Klonowski asked Dr. Davis, who did he see that for and where was it evolving and changing. She asked who he saw doing the work.

Dr. Davis stated he was employed and a resident who lived in the East. He could see himself in that and was being spoken to explicitly and clearly. He stated he wanted to see redistribution and didn't want the water. He stated he wanted to be clear with everyone and continued to say, words didn't do the work, they did the work. He stated they could rewrite it, but it had to get done and Council members who directed staff as well as constituents would do the work.

Council Member Tran asked how they could do the work with the people when the people had nothing to do with those principles. She stated the people were in wide areas of diversity, every culture and still had a lot of problems between cultures, rich gaps that was not an easy thing.

Dr. Davis stated it went back to the previous discussion they had on what the people would be talking about.

Mayor Winston stated they were elected to do that. He stated he had been able to build a relationship with some African communities. What he found was when actively solving problems with certain African communities, on doing business with them or political issues that was when people got close and built relationships. He stated that much of pulling people together was not going to be with meetings or discussions, it was going to be as they grappled with real issues. He stated they were elected to oversee to fix governance, keeping the principles in mind, actively bringing people together and unifying around those issues. He stated not everyone would always be at the table and what he had seen was solving problems, using principles and keeping that in mind was what brought people together was the easiest way to do it and was also difficult.

Council Member Eriksen asked if they were having a separate meeting later to deal with the implementation.

Dr. Davis stated what the Council saw tonight were the principles and would see later, questions to help guide the process when designing or reevaluating something, called the racial equity tool kit. He stated they would be revising it within the coming months and would work with the communications team to develop a marketing and branding strategy for those principles, such as little cheat sheets with the questions and the principles, table tips, small posters and then provide training to the organization, Commissioners, and Council for operationalizing and lastly to assess and implementation.

Council Member Eriksen stated he had concerns around the implementation. He had concerns about Commissions and how the Council included them in the process of governance. He stated that being on the Human Rights Commission and the Council Liaison to the Community Long Range Improvement Commission, saw policies coming to the Commission as an afterthought and Council saying, "we want your opinion on this for the meeting in two weeks". He stated they were just hearing of it just now, they had questions, had concerns, it was a big deal and asked why they were not included 3 months before, so their concerns could be taken seriously. He stated if the Council was already struggling with that as it related to commissions in their role in governance, asked how was the process going to be included in governance early enough to where it made a difference in their work. He gave an example, when Fire Chief Conway had something in the work plan for the second quarter of the year, asked how the Council knew the process by which those principles impacted his work 6 months ago when making a decision from the dais. He didn't know what it looked like, and maybe every policy went to the Council for a vote, had an addendum, had a rubric of how those were. He stated if they were going to do it, thought it was worth doing and taken seriously, then they were with taking Commissions.

Dr. Davis stated with the racial equity tool kit, there were series of questions the council should thoroughly go through prior to completion of the design or the re-evaluation of something. He stated while it was not a rubric, it was a process in which, they could say with great confidence, they went through a series of questions, aligned with the principles and they felt good about how they developed it with X, Y, and Z in in mind.

City Manager Stroebel stated the Council had given a lot of feedback tonight and before it came back to a regular meeting, they would come back with another version at a work session with more specifics on the implementation strategy because it was important. He stated on the question on how they would know Chief Conway's 2<sup>nd</sup> quarter making decision. The difference between policy and operations, the Council needed to adopt the principles so they could incorporate it in things that came before the Council just like BP 2025 goals to help inform the Council. He stated they would also be used from the operations perspective as well. He stated the Council was not involved in every day-to-day decision that a Director made. He stated what the Council could do was provide those city goals, racial equity principles, to say that was how they wanted decisions to be made through those lenses.

Council Member Eriksen stated he was not talking about the day-to-day operation decisions. Did the hiring and firing a battalion chief have this and that and the other thing. He was hoping it was taken into consideration and was talking more about the big picture decisions that came before the Council to decide if they were going to be a city with 3 or 5 fire stations and that had impact for response times. The response time impacted the Zane corridor that way versus the golf course, versus others. He wanted to be clear how that impacted the work leading up to something coming before the Council.

City Manager Stroebel stated he would come back with updated versions and maybe more around the implementation because, how it got implemented among Council, Commissions and staff was important.

Council Member Lee stated that going back to Principle #4, on the two bullet points, he would like to see one about the city creating space to continuously reflect and have conversations around racial trauma and committing to racial justice. He thought about the city holding space for it, participation was great and understood that some of the policies and practices led to harm, but thought continuously holding a space to reflect and to recommit.

Council Member Klonowski stated she was not going to center her comment around the white community. She stated a lot of people here moved here because of diversity. She moved here because of family circumstances, and she stayed and chose to get involved because diversity mattered to her. She stated she left the north metro 20 years ago because it was not diverse and came back and fell in love with what the city brought. She knew a lot of families similar to hers wanted to raise kids in a diverse environment. She stated she wanted families like hers to be part of the conversation too because they wanted to be part of the healing, part of growth going forward and welcomed the diversity. She stated it was an asset and just wanted to make sure the Council did not lose sight of that. She stated she did not want it centered around them but they were an important part of the community and people expressed it regularly and that was important for them in the city.

Dr. Davis stated he didn't disagree with anything that had been shared and the responses. He stated he would ask them to come to some of the things they were putting on because when he looked out there, they were not present. He stated he didn't know why, and they were providing

opportunities to unify. He stated he could tell with great confidence he was not seeing a commitment.

Council Member Klonowski suggested doing a better job to invite the community. She stated they had a problem disseminating information and talked about that in so many areas. She stated she would stand by a lot of what they talked about tonight, making it about a bigger group of all of them that cared deeply and inviting more people to those conversations. She didn't know what was planned and what the activities were with bringing in the community to have those conversations. She stated it was important and would do her part to get people there if she had advanced notice and was important for the future of the city and needed people there to participate.

Mayor Winston stated most of the Council had been there one or two years and as they advanced the principles would run into a lot of, "this isn't working", "nothing had been done to address it", or "something has been done to address it and partially working" or "it's not working and fixing it." He thought it would be part of the process and would be herky-jerky because it had not been addressed. He stated that Dr. Davis was talking to people about it for years and it would have been rough and to keep in mind it didn't mean to slow down. He went to some of the events and did not look like voters of the city. He stated they got to get it closer to looking like the voters of the city with the understanding that some of those voters were not interested. He stated it was the work they had to do and a larger conversation with the communications manager and others involved on it.

Council Member Lee stated to the point about community engagement, he was not seeing enough people. He stated there was a lot of nuances and would take a long time. He stated they were just starting the process, there was a lot to talk about, a lot of effort to do the work and get into the nitty gritty. He stated from experience there was a lot of anti-blackness in the Asian community and there was a lot of anti-diversity too in the Asian community he was aware of. He stated even with his skills and background to navigate, it felt like pulling teeth and would get people who didn't care. He stated what the Council had before them was an opportunity, once in a lifetime and once in a century opportunity moment in the city where the diversity, politics, and potential coming together in way to meet the moments of this time they were living in. He stated it was why it inspired him to run and to do work. He stated they just had to stay committed to it as much as possible and would take a lot from staff and Council. He stated it was a lot of conversations and was a long journey ahead but hopefully, they were setting the groundwork to continue to make it happen into the future.

ADJOURNMENT - With consensus of the Council, Mayor Winston adjourned the meeting at 9:36 p.m.

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HOLLIES WINSTON, MAYOR

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DEVIN MONTERO, CITY CLERK