

Brooklyn Park

HUMAN RIGHTS COMMISSION

DRAFT MINUTES

Date of Meeting: 12/11/2025

Location: City Hall – Room A203

Time Began: 6:00 pm

Time Adjourned:

Meeting Attendance—Commissioners							
Member	District	Present		Member	District	Present	
		Yes	No			Yes	No
Andrea Perez-Maikkula	Central	X		Brenda Blackhawk	East	X	
Cindy Devonish-Hall	City Staff Liaison	x		Nehemiah Garley	Central	X	
Amna Arabi	Central	X		Mallory Knipe	West		X
Vicki Richardson	At-Large	X					
Amanda Dun	At-Large	X		Valen Ademodi	West	x	
Marcellus Davis	City Staff Liaison		x	Council Member Amanda Xiong	Council Member Liaison	x	

Brooklyn Park Human Rights Commission Meeting Minutes

Date: December 11, 2025

Location: City of Brooklyn Park, City Hall Room #A206 and Microsoft Teams

1. Call to Order

Chair: Andrea Perez-Maikkula

Time: 6:00 p.m.

2. Roll Call / Attendance

Staff Liaison: Cindy Devonish-Hall

Time: 6:14 p.m.

3. Approval of Agenda

Motion: Amanda Dunn

Second: Brenda Blackhawk

Time: 6:16 p.m.

Outcome: Agenda approved.

4. November 2025 Meeting

The November HRC meeting was postponed due to the Civic Engagement Education Series at North Hennepin Community College. No minutes were recorded for November 2025.

5. Discussion Topics

5.1 Capacity Building

- Members expressed a desire to enhance capacity building within the commission.
- Emphasis was placed on creating more accountable and inclusive spaces.

5.2 White Supremacy and Anti-Blackness Awareness

- Discussion focused on strategies to remain aware of white supremacy and anti-Blackness in organizational processes.
- Members reflected personal and institutional power dynamics.

5.3 Review of City of Brooklyn Park Commissions Guidebook

- **2025 Code of Conduct (Page 49):** Reviewed principles for maintaining respect and accountability.
- **Commission Reviews (Page 50):** Discussed types of disrespectful behavior.
- **Violation Acknowledgement (Page 54):** Emphasized recognizing and addressing violations while acknowledging power dynamics.
- Highlighted the importance of self-reflection on personal complicity and systemic issues.
- **Reference Books Discussed:**
 - *Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor* by Layla F. Saad
 - *Subtle Acts of Exclusion: How to Understand, Identify, and Stop Microaggressions* by Tiffany Jana and Michael Baran

5.4 Capacity Building & Terminology

- Reviewed glossary of terms to ensure shared understanding among members.
- Emphasized ongoing training and education to foster accountable spaces.

5.5 Action Items / Goals for 2026

- Independently review the Brooklyn Park 2025 Refresh Goal.
- Independently review the Commission Guidebook.
- Strengthen accountable spaces in meetings and share educational resources with the community.
- Draft a resolution or proclamation against ICE.

6. Council Member Report

Council Member: Amanda Xiong

- Reported on the city council's levy, noting a decrease from 12% to 7%, with a final rate of 4.25%.

7. Adjournment

1st Chair Andrea Perez-Maikkula

2nd Brenda Blackhawk

No opposition. Motion to adjourn passed.

Time: 9:00 p.m.

Next Meeting: December 18, 2025

Submitter: Cindy Devonish-Hall