Chair call meeting to order at 7:05 PM.

I. **Call to Order**
   A. **Roll Call**
   
   *Commissioners Present: Andrew Barajas, Jaime Chismar, Virginia Mancini, Emily Buchholz, Maria Eustaquito, Yvette Baudelaire, Astein Osei, Paul Baudhuin, Li Livdahl*  
   *Staff Present: Darius Gray*

   B. **Approval of tonight’s agenda**
   
   Tonight’s agenda has been approved.

   C. **Approval of previous meeting minutes** – Meeting minutes have been approved.

II. **Bias/Hate Crime Review**

   None to report

III. **Kudos!**

   All are welcome here 4th year anniversary

   Kudos to SLP students, staff and parents for their understanding and flexibility around Covid things.

IV. **Follow up about open meeting laws**

   a. create a proposal.
   b. 1 - Historical docs – Meeting minutes, bylaws
   c. 2 – Resources that people can contribute too. Things outside of standard meeting minutes, bylaws, etc.

   Darius will write up a proposal of what we are asking from the City.

   A few best practices submitted with it. Best practice for doc to go in the archive – best practice. What standard for things going in the archive?

V. **Goals for 2021** Darius provided update.

   a. **Review the process for creating new goals in 2021.**

      - Goal for take away materials and what they say? Jaime will help design.
      - Community Ed a speaker’s series.
      - Mapping prejudice – Questions how did our community become our community.
      - Friends for the arts partnership around history conversations (Include Lenox Seniors)
      - Community Engagement pop up activity
      - Revising bylaws.
• Mechanism for making public statements

Middle School relationship/partnership Virginia will connect with each of the Middle school to see how HRC might work with them. The idea is to have equity convos happening at students, parents, teachers. Members support Virginia connecting with middle school.

HRC will support school district
Broader ideas rather than specifics. We want flexibility to change what we want to do.

HRC worked through the concept board Concept board:
Darius to reach out to Avi and Paul to get their input on the cards.
Darius to group items and share it out before the next meeting.

December is next meeting where we have to do Chairs.
We can talk about bylaws. Sub-committee complete bylaws.
Commission needs to vote on changes for bylaws and then they will go to Council.

Mechanism for making public statements. This convo is came as a result of the vandalism at Red Lake Reservation. This item will be placed on Next Months agenda. Public Statements needs to be added to the proposal. Do we want the HRC a body that makes public statements. QUESTION – Is it an option to make public statements.

We just need to be careful of staying neutral in public statements.
What meets the standard and how do we communicate it?

Voting at next meeting on bylaws. Darius will look for previous notes around voting.
Was there something we wanted to change in bylaws – something around leadership. Darius will send out bylaws and the edits. Since thoughts around bylaws are unclear, they will be brought up again at the December meeting.

VI. Any subcommittee updates?
No updates

VII. New Business
No updates

Next meeting
Communication proposal
Goals
Bylaws voting

Future meeting/event dates:
• Next HRC meeting December 15th, 2020
• January 19th, 2021