

**Human Rights Commission Interviews**  
**Monday, January 25, 2016**  
**Bloomington Civic Plaza Dakota Conference Room**  
**1800 West Old Shakopee Road**  
**Bloomington, Minnesota 55431-3027**

**CALL TO ORDER- 6 PM** Mayor Winstead called the meeting to order at 6:00 p.m.

Present: Councilmembers C. Abrams, J. Baloga, T. Busse, A. Carlson,  
J. Oleson.

Absent: D. Lowman

**INTRODUCTORY** Meeting to conduct interviews for Human Rights Commission (HRC). Mayor Winstead asked if it be the intent to appoint tonight. Council agreed that voting can be completed tonight.

**INTERVIEW 1** Interview with Julia Tate

Emailed 1/25/16 with drop out notice – did not interview

**INTERVIEW 2** 6:15pm (via Skype)

Interview with Zavier Bicott

Mayor Winstead asked why Bicott would like to be appointed to the Human Rights Commission. Bicott said he's always been interested and active in the community. Serves as Senate District 50 Republican Chairman, currently serves as Chairman for MN Young Republicans Committee, and currently a Rand Paul state director for Minnesota, Regional director for North Dakota, Kansas, and Iowa. Has been interested in helping out in the community, but with previous jobs, he hasn't been able to apply for this position in the past. Has a passion for civil liberties. Bicott sees this as a great opportunity to get more involved and be more active in the community.

Council member Abrams asked if the time commitment would pose any problems and mentioned that this Commission would require 6-20 hours per month. Bicott said he's glad to hear that it would be more than just one meeting per month because he feels one meeting isn't enough time to cover all the issues and get as involved as he'd like. This would not be an issue.

Council member Oleson said the Human Rights Commission emphasizes many issues of importance and tend to be pulled in multiple directions. He asked what Bicott sees as the main areas of importance. Bicott answered Black Lives Matter at

the Mall of America. He mentioned that racial disparity is an issue everywhere, not just locally. Stated that he is good at building bridges and reaching out to people because his easygoing attitude.

Mayor Winstead asked if Bicott feels that the Black Lives Matter Movement is framed as a racial disparity issue, or how are the two tied together. Bicott said it's more than just racial disparities in what issues are being covered. It also has to do with police interactions with different racial backgrounds, treatment of people in different work environments. It's a big snowball effect of the way there are treatments toward people that are not white. Everyone in the movement is in it for different reasons. It's not just leaders that listen to them for the main causes. It's hard to answer this specifically, but it's more racial disparity.

Council member Carlson mentioned that the 2016 work plan for Human Rights Commission is going to be a challenge. Asked in addition to what's laid out, what are Bicott's goals and new initiatives for the future years are. Bicott said he hasn't seen the 2016 plan, but he thinks it's a good idea to get a good feel for where everyone else on the board is at because of dynamics. He'd like to get to know these people, have 1-on-1s, do outreaches in the community, and would like to hear more from other board members to get a better idea of topics they'd like to talk about.

Council member Busse asked why he should be selected for this committee. Bicott said it's being able to serve the needs of what people need the most help with. Has the passion, energy, commitment, is good at building bridges, and is good at working toward a common goal.

Council member Baloga said the Human Rights Commission has attendance requirements and asked if that will put Bicott in a difficult spot with where he's at today because he's passionate and dedicated to the things he's involved with today. Bicott said that was a fair question. He mentioned he has recently resigned as Chairman of the Young Republicans for the State of Minnesota to free up some time to add this committee to his plate. Added that he is good at juggling. Mentioned that 80% of the work is done by 20% of the people, and that he is one of those people that can handle this, and he wouldn't be putting his name out there if he didn't feel he could do it.

Council member Baloga asked for examples of teambuilding Bicott has done when a variety of conflicting positions are involved. Bicott said that the City Council are kind of like customer service reps for the city. Find a common ground and move forward. Even if people disagree with a decision, there are factions and different ambitions and agendas that they want to pull forward. My personality according to Myers Briggs test, he's a "MFP". Reiterated that he wants to hear what people say, find common ground, move forward. Hear everyone out and listen thoughtfully.

Mayor Winstead asked if Bicott had any questions for the group. Bicott asked if the 2016 plan going forward is direction given to the Human Rights Commission by the City Council, or does the Human Rights Commission put together a plan to present to City Council. Mayor Winstead explained that it's a little bit of both. City Council interacts with HRC through the course of the year, CC reviews what was done over the past year, get a report, and suggest or put forth items to look at and look into over the next year. Give input into what they're going to be doing. But primarily put together with what they see on the horizon in the community. Bicott asked how often the Council is updated by the HRC. Mayor Winstead said that although there isn't a formal review, City Council is kept up to speed and interact regularly.

Council member Abrams added that Civic Plaza has become a location for naturalization ceremonies over the last few years. It was the outreach of the commission along with assertiveness of the staff and relationships the city has that has made this possible. It's a new community tradition which wouldn't have happened without the HRC engagement and willingness to make a difference.

### INTERVIEW 3

6:30pm

Interview with Maureen Carlson

Mayor Winstead kicked off the interview and asked Maureen Carlson for a brief overview of her qualifications. M. Carlson said what aligns her the most is the breadth as well as depth. She has traveled across the country to opening stores for Cub Foods and Supervalu. She always looked to be involved in the community in which she lived, and to give back to the community in some way. Has a passion for nonprofit. Was big sister in the Big Brothers Big Sisters program. Has traveled to South Africa doing mission work. Work on United Way campaigns, worked on LGBT rights for the community. Has HR, training, IT experience. Was a board of directors for Eastside Neighborhood Services on their board for nine years as well as president for a couple years. Somali work in Minnesota to help people acclimate to different lifestyle and the community and climate. Has always appreciated working with people from different backgrounds.

Council member Abrams said HRC is 1 of 4 or 5 commissions that advise the City Council. They do a tremendous amount of outreach as well. Looking for affirmation of the time commitments associated with the HRC. Added that the outreach includes being a part of things that HRC is sponsoring as well as outreach at different events. The hope is to have a contributing member that would be able to contribute 6-20 hours per month. M. Carlson does not see that as a problem.

Council member Oleson said there are quite a few areas where people organize to work for human rights. Asked what areas of human rights are most important to her. M. Carlson answered homelessness, poverty, not being able to make a livable

wage. She doesn't think human rights effects just one individual or one ethnicity group or one age; it runs the entire gamut. She added that this is a strength she can bring to the table.

Council member Busse asked how she knows she's succeeded. M. Carlson said if she still feels good about what she's doing. She doesn't intend to stop giving back and wants to continue with this opportunity. Sees this as a really a great way to get involved with her new community. Her hope is that she'll have the same feeling with Bloomington as other communities she's lived in.

Mayor Winstead asked if M. Carlson had questions for the Council.

M. Carlson said that, what she's read about the commission is that there is active listening to complaints and to help sort out all the information as well as be present at different events. Mayor Winstead confirmed that is correct and added that there is a mediation element that goes along with it. Outreach and awareness is a major part of what they do in this commission. HRC has done a good job over the last few years.

M. Carlson mentioned the 2014 and 2015 plans and asked if the 2016 plans will be looked at tonight. Mayor Winstead said it would be on the agenda for tonight's City Council meeting.

Council member Oleson asked if she is familiar with both sources of grant funds and how to get them. M. Carlson responded yes, she has participated in writing grants and have been a Hennepin master gardener for over 20 years.

Council member Baloga asked if Carlson is part of the master recycler program. Carlson said she used to be but stepped away from being a master gardener.

M. Carlson asked about the process. Mayor Winstead said the plan is to make decisions tonight at the City Council meeting and invited her to attend.

**ADJOURN**

Mayor Winstead adjourned the meeting at 6:45 p.m.

Denise Dargan  
*Council Secretary*