



**New Brighton Equity Commission  
Agenda  
Upper Level | Conference Room  
New Brighton City Hall 803 Old Hwy 8 NW, New Brighton , MN  
6:30 PM October 16, 2025**

Members of the Equity Commission will attend the meeting in person unless eligible to attend remotely per MN Stat. 13D.02.

To participate in this meeting, members of the public may:

- **Attend the meeting in person.**
- **Watch the meeting electronically.** Tune into CTV Channel 8023 (CenturyLink) or Channel 16 (Comcast). To observe the meeting as a livestream or a webcast, visit [NBMN.info/View-A-Meeting](http://NBMN.info/View-A-Meeting)

**I. Call to Order and Roll Call**

Chair Kami Miller	Commissioner Carlos Herrera
Vice Chair Cathy Forbes	Commissioner Michael Postle
Commissioner Kisten Thompson	Commissioner Melissa Spiess
Commissioner Ellen Weber	Commissioner Sophie Jung
Commissioner Liz Erstad-Hicks	

**II. Approval of Agenda**

**III. Approval of Past Minutes**

- a. September 18, 2025

**IV. Business Items**

- a. Council Strategic Priorities

**V. City Staff Update**

**VI. Chair Update**

**VII. City Council Update**

**VIII. Adjournment**

- a. Next Meeting: November 20, 2025



**MINUTES**  
**New Brighton Equity Commission**  
**Regular Meeting – September 18, 2025**  
**6:30 p.m.**

**I. Call to Order**

The meeting was called to order at 6:30 p.m.

**II. Roll Call**

Members Present: Commissioners Cathy Forbes, Liz Erstad-Hicks, Sophie Jung, Kami Miller, Michael Postle, Melissa Spiess and Ellen Weber.

Members Absent: Commissioners Carlos Herrera and Kisten Thompson

Also Present: DEI Coordinator Hue Schlieu

**III. Approval of Agenda**

Motion by Commissioner Erstad-Hicks, seconded by Commissioner Weber to approve the agenda as presented.

Approved 7-0

**IV. Approval of Minutes**

Motion by Commissioner Weber, seconded by Commissioner Erstad-Hicks to approve the minutes from the August 21, 2025 meeting.

Approved 7-0

**V. Business Items**

**A. DEI Commission Forum Preparation**

Schlieu stated New Brighton Equity Commission hosted the first annual Equity Commission Forum in 2024. The forum was meant to provide space for Commissioners across the metro area to come together to ask questions, share learning, and receive more context on the potential impact that an Equity Commission can have. The event was such a success that there was a request for an annual occurrence. Minnetonka offered to host this year's forum. The goal of the meeting is to prepare for potential discussion topics to maximize the Commissioner's time and learning at the event. Staff requested feedback on how the City measures equity success.

Discussion included:

- The Commission asked who was invited to attend the forum in Minnetonka, noting equity members from Shoreview and Roseville was interested in attending.
- It was noted the event would be a world café style event, where a number of different topics would be discussed.
- The positive conversations that were held regarding cannabis retail sales were discussed.
- The Commission's efforts to address land acknowledgements and the future of Totem Pole Park was discussed.
- Staff commented on how equity was a value and priority to City staff.
- The Commission suggested the Equity Commission's work plan be presented at this DEI forum event.
- The Commission spoke to the value of having a student commissioner on the Equity Commission, as well as building a youth community connectors program.
- The Commission appreciated receiving a presentation from Met Council where transit and accessibility in the community was further discussed.
- Further discussion ensued regarding how to share information and ideas with other equity commissions.
- Cost effective ways to provide the public with information on equity events in other communities was discussed.
- The benefit of reviewing other equity commission meeting minutes was discussed.
- The Commission commented on how difficult it may be to discuss the political climate at this time.
- The Commission supported discussing equity barriers and how other communities are overcoming these barriers.
- Staff suggested a future equity event be focused on barriers.
- The importance of seeing subsections in communities was addressed.
- Staff commented on how the City could consider hosting a community educational event.

**VI. City Staff Update – Hue Schlieu, DEI Coordinator**

Schlieu reported mid-year open Commission seat applications were due Tuesday, October 7 at 4:30 p.m. She encouraged Commissioners to reach out to residents that may be interested in serving. She indicated the City recently signed a language line contract which will allow staff to be able to get translation services immediately. She commented on a DEI training session that was held with Dr. Williams and City staff. She provided the Commission with an update on the youth community connectors program. Information was provided regarding the upcoming pumpkin walk. She stated she looked forward to attending the upcoming DEI forum with Commissioners on Tuesday, September 30.

**VII. Chair Update – Kami Miller**

Chair Miller provided the Commission with an update on the discussion the Council had regarding Commission pay.

**VIII. City Council Update – Emily Dunsworth**

There was no update from the City Council.

**IX. Adjournment – Next Meeting: October 16, 2025**

The meeting adjourned at 8:05 p.m.

Respectfully submitted,

Hue Schlieu  
DEI Coordinator



<b>Agenda Section:</b>	<b>Business Items</b>
<b>Report Date:</b>	<b>10/08/2025</b>
<b>Meeting Date:</b>	<b>October 16, 2025</b>

**REQUEST FOR COUNCIL CONSIDERATION – EXECUTIVE SUMMARY**

**ITEM DESCRIPTION: Council Strategic Priorities**

<b>Action Requested:</b>	
Public Hearing	Motion
<u>Discussion X</u>	Informational
<b>Form of Action:</b>	
Resolution	Ordinance
Contract/Agreement	<u>N/A or Other X</u>
<b>Votes Needed:</b>	
3 Votes	4 Votes
5 Votes	<u>N/A X</u>

<b>Summary Statement:</b>	The Equity Commission is chartered by the City Council to advise on equity, good governance, and address policy impacts. The City Council finalized new strategic priorities this year and, by being in-tuned with Council's strategic priorities, Equity Commission can fulfill their role effectively and efficiently. While Equity Commission may address any of the priorities, today's meeting focus will be on Community Engagement and Belonging.
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<b>Recommendations:</b>	
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<b>Applicable Deadlines:</b>	
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<b>Community Impact:</b>	Council's strategic priorities--engagement, housing, taxes, streets, and more--impact residents by directly affecting their financial stability, quality of life, and opportunities for civic engagement.
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<b>Legislative History:</b>	
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<b>Strategic Priority:</b>	Financial Sustainability	Staff Capabilities
	Economic Development	<b><u>Community Engagement &amp; Belonging X</u></b>
	City Assets	N/A

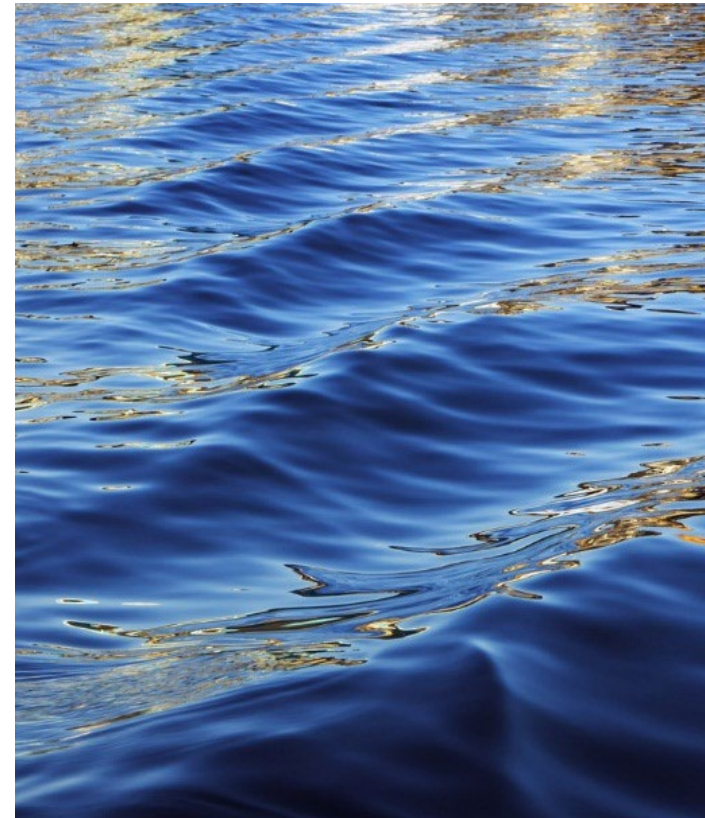
<b>Fiscal Impact:</b>	<b>Financial Impact: Is there a financial consideration?</b>		<u>No X</u>	Yes \$
	<b>Financing Sources:</b>	Budgeted	Budget Modification	
	New Revenue	Use of Reserves	Other	

<b>Attachments:</b>	1.	20251016_Council Strategic Priorities
	2.	CSP Summary Page



# Council Strategic Priorities 2025-2028

October 16, 2025  
Equity Commission



# Agenda

- Council Strategic Priorities Overview
- Outcomes, Indicators, Targets
- Current Strategies
- Discussion

# STRATEGIC PRIORITIES



## Enhance Financial Sustainability

"Secure long-term fiscal health"



## Accelerate Economic Development

"Attract development, drive growth"



## Strengthen City Assets

"Build resilient infrastructure"



## Optimize Staff Capabilities

"Capabilities and capacity to meet community needs"



## Foster Community Engagement & Belonging

"Cultivate engagement, inclusion, and pride"

# Enhance Financial Sustainability

Outcomes → Targets

- **Adequately funded long-range plans**
  - =/> 10% capital replacement funding by 12/27
- **Minimal tax impact from operations**
  - Total tax levy impact not to exceed 3% annually
- **Diverse revenues sources fund our budget**
  - =/> 40% of general fund revenues from non-tax sources by 12/28

# Accelerate Economic Development

Outcomes → Targets

- **Successful development of City-owned properties**
  - Block B developed by 12/28
  - Jones Lake developed by 12/28
  - Public/Private Partnership for Golf Clubhouse by 12/28
- **Maximization of commercial property potential**
  - 2 commercial sites redeveloped by 12/28
- **A well-planned community**
  - Complete Comprehensive Plan by 12/28
  - Complete Housing Policy by 12/25

# Strengthen City Assets

Outcomes → Targets

- **Clarity on Phase 2 park improvements**
  - Scope & funding in place by 8/26
- **Meaningful progress on Climate Action Plan**
  - 50% reduction of 2030 greenhouse goal by 12/27
- **Improved resilience and adaptability of City-owned facilities**
  - 100% of city-owned buildings ADA compliant by 12/27
  - City buildings compliant with functional safety standards by 12/30

# Optimize Staff Capabilities

Outcomes → Targets

- **A workforce that reflects diverse life experiences**
  - 10% of new hires from employment access initiatives from 6/25-12/28
- **A fully trained capable workforce**
  - =/> 90% of employees meet performance standards annually
  - =/> 1% of departmental personnel budget allocated to training by 12/26
- **Safe, healthy, and engaged workforce**
  - Decrease workers comp claims by 20% by 12/26
  - 30% increase in employees receiving full wellness benefits
  - Maintain 85% employee engagement survey score
- **Demonstrated quality in service delivery**
  - Meet or exceed quality rating of benchmark comparison cities on resident survey

# Foster Community Engagement & Belonging

Outcomes → Key Outcome Indicators → Targets

- **Effective two-way communication**
  - Feedback from underrepresented communities
    - Increase % of projects that are evaluated using the Community Engagement Guide worksheet to 50% by 12/2028
  - Public information services ranking
    - Increase “excellent” or “good” rating in public information services to 75% on resident survey by 12/26
- **Community Representation in City Functions**
  - Participation by underrepresented communities in applicable programs
    - Increase underrepresented community participation in City functions by 25% by 12/27

# Foster Community Engagement & Belonging

Outcomes → Key Outcome Indicators → Targets

- **Expanded Civic Engagement**

- City Commission or committee applications
  - Increase number of first-time applicants for City Commissions or committees by 25% by 12/27
  - Increase applications for City Commissions or committees from underrepresented communities by 25% by 12/27
- Resident Involvement Ranking
  - Increase % of residents who feel that the City of New Brighton does an “excellent” or “good” job at welcoming resident involvement to 60% on resident survey by 12/26

# Current Strategies

- New Resident webpage
- Communications committee
- Increased social media presence
- Youth Community Connectors
- Community engagement guide
- On-demand interpretation services
- Multilingual pay policy

# Discussion

- What questions do you have?
- What strategies should staff explore?
- What challenges do you anticipate?





# Thank You

Hue Schlieu

DEI Coordinator

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# City of New Brighton Strategic Plan Summary 2025-2028

STRATEGIC PRIORITY	DESIRED OUTCOME	KEY OUTCOME INDICATOR	TARGET
<b>ENHANCE FINANCIAL SUSTAINABILITY</b>  <i>“Secure long-term fiscal health”</i>	Adequately Funded Long-Range Plans	Change in capital replacement funding	=/> 10% capital replacement funding by 12/27
	Minimal Tax Impact from Operations	- Operating levy - Tax rate change	Total tax levy impact =/< 3% annually
	Diverse Revenues Sources Fund Our Budget	% of non-tax revenues in general fund	40% of general fund revenues from non-tax sources by 12/28
<b>ACCELERATE ECONOMIC DEVELOPMENT</b>  <i>“Attract development, drive growth”</i>	Successful development of City-Owned Properties	Block B completion Jones Lake completion Golf Course completion	- Block B developed by 12/28 - Jones Lake developed by 12/28 - PPP for Golf clubhouse by 12/28
	Maximization of commercial property potential	# of commercial sites redeveloped	2 commercial sites redeveloped by 12/28
	A well-planned community	Completion: -Comprehensive Plan -Housing Policy	-Completed Comprehensive Plan by 12/28 -Completed Housing Policy by 12/25
<b>STRENGTHEN CITY ASSETS</b>  <i>“Build resilient infrastructure”</i>	Clarity on Phase 2 park improvements	Phase 2 scope decision Phase 2 funding decision	Phase 2 scope & funding in place by 8/26
	Meaningful progress on Climate Action Plan	Greenhouse gas reduction	50% reduction of 2030 greenhouse goal by 12/27
	Improved resilience and adaptability of City-owned facilities	% of buildings: - ADA compliant - meeting functional & safety standards	- 100% of city-owned buildings ADA compliant by 12/27 - City buildings compliant with functional-safety standards by 12/30
<b>OPTIMIZE STAFF CAPABILITIES</b>  <i>“Capabilities and capacity to meet community needs”</i>	A workforce that reflects diverse life experiences	% of new hires from employment access initiatives	10% of new hires from employment access initiatives 6/25-12/28
	A fully trained and capable workforce	-% of employees that meet standards -Training budget as % of personnel	=/>90% of employees meet performance standards annually =/>1% of departmental personnel budget allocated to training by 12/26
	Safe, Healthy, and Engaged workforce	-Workers comp. claims -Wellness platform utilization -Employee engagement score	-Decrease workers comp claims 20% by 12/26 -30% increase in employees receiving full wellness benefits -Maintain 85% employee engagement survey score
	Demonstrated quality in service delivery	Benchmark cities' comparison rating	Meet or exceed quality rating of benchmark comparison cities on resident survey
<b>FOSTER COMMUNITY ENGAGEMENT &amp; BELONGING</b>  <i>“Cultivate engagement, inclusion and pride”</i>	Effective two-way communication	- Use of Community Engagement Worksheet - Public information rating improvement	-Increase to 50%, projects that use Community Engagement Guide worksheet by 12/28 -Public information ratings of good or better at 75% on resident survey by 12/26
	Increased community representation in City functions	Improved participation rate- underrepresented communities	Underrepresented community participation in City functions increased 25% by 12/27
	Expanded Civic Engagement	- Change in targeted group applications for Commissions & committees - Resident rating for welcoming/engagement	-First time & underrepresented communities Boards/committees applications increased 25% 2025-27 =/> 60% of residents rate the City 'excellent' or 'good' at welcoming resident involvement on resident survey by 12/26