

**Meeting Minutes**  
**Minneapolis Transgender Equity Council**  
**Regular Meeting**  
**March 8, 2018**

Attendees: Nova Bradford, Nathalie Crowley, Kate Nelson, Elise Niedermeier, Freya Richman, Michael Rossman

Arrived late/left early: EJ Dean (6:50), Taylor Rose Payer (6:45)

Absent: Milin Dutta, Z Makila, Zeam Porter, Nic Puechner, Destiny Xiong

Staff/Guests: Police Chief Medaria Arradondo, Timothy Beaver, Jenny Chayabutr, Bree Dalager, Alex Griffin, Charlie Ito, Laura Johnson, Deb Krueger, Amy Schrempp, Kelly Wilcox

**Welcome**

Freya Richman welcomed meeting attendees at 6:30 p.m.

Jenny shared a copy of Attachment 2: Answers to questions about the Equity Impact Statement for Budget Change Items

**Presentation and Discussion: City of Minneapolis Hiring Application**

Presentation by Deb Krueger, Recruiting Manager, and Bree Dalager, Recruiting Coordinator, City of Minneapolis – Human Resources

Staff report: City of Minneapolis Inclusive Application

Requests/initial recommendations:

- A place in the application to put a preferred name or nickname. Deb and Bree will take this back to applicant tracking and system vendor.
- In addition to updating the application, also look at providing training for City staff; report back with timeline. Charlie volunteered to be available to help.

Ideas:

- An anonymous survey of who works at the City already. Retaining, not just recruiting.
- Bring in a consultant to think about training.
- Teaching hiring managers to ask how someone would like to be addressed.

**Presentation and Discussion: Design solutions for all-gender restrooms in Minneapolis Parks**

Presentation by Kelly Wilcox, Design Project Manager, Minneapolis Park and Recreation Board

Staff report: Minneapolis Park & Recreation Board ADA Upgrades – All Gender Restroom Policy Development.

Ideas:

- Look at Lush as an example.

- Change thinking – focus on what’s in the room.
- [In response to a question about what would be the goal.] Restrooms that would be useful to anyone. All all-gender restrooms; some single use. A bad solution is gendered restrooms and non-gendered restrooms right next to each other; creates “othering.”

### **Committee reports**

Will report at April meeting.

### **Approval of the February 8, 2018 Meeting Minutes**

February 8, 2018 Meeting Minutes adopted as amended and conversation with Police Chief Medaria Arradondo added to the March 8, 2018 agenda.

Police Chief Medaria Arradondo shared that he is saddened to hear that Cafe Southside is closing. If there is anything the MPD can do to help with providing community space, they want to do that; the MPD has precincts and substations.

[In response to conversation about restroom design/safety.] If the Transgender Equity Council needs statistical information to show that we do not see a lot of crimes happening in public restrooms, please let the MPD know. i.e. we don’t see gender-neutral restrooms as a safety concern and can provide data to back that up.

### **Unfinished Business**

Election: Coordination Committee / Chair and Vice Chair  
Transgender Equity Council By-laws

Motion: EJ Dean moved to have the Election discussion at the beginning of the April 12 agenda. Adopted.

Note: Chair responsibilities are listed in the Appointed Boards and Commissions: Training Manual. If anyone needs a copy, please let Jenny know.

Meeting adjourned at 8:24 p.m.

### **Next meeting: April 12**

Submit written comments about agenda items to: [jenny.chayabutr@minneapolismn.gov](mailto:jenny.chayabutr@minneapolismn.gov)

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