

Memorandum

TO: City Council
FROM: Renee Eisenbeisz , Assistant City Manager
DATE: October 6, 2025
SUBJECT: Accept the human rights commission's analysis of the 2025 equity and inclusion survey
ITEM NUMBER: 8.r
SECTION: CONSENT AGENDA

REQUESTED MOTION

To accept the human rights commission's analysis of the 2025 equity and inclusion survey.

INTRODUCTION

The city council is being asked to accept the human rights commission's analysis of their 2025 equity and inclusion survey.

DISCUSSION

Earlier this year, the human rights commission conducted a survey on Polco related to equity and inclusion. The survey was open from February 16 to March 14 and received 264 responses. A subcommittee has been meeting these last few months to review the results, draft an analysis, and recommend next steps. They presented their findings to the commission at their August and September meetings.

Overall, Shoreview is widely viewed as a safe, welcoming, and respectful community. However, when we break down the results based on a variety of demographics, this viewpoint is not universally shared. To help improve this, the subcommittee is recommending that the commission work on a "Welcome to Shoreview" campaign, as well as programs that showcase our diversity.

The commission approved the attached analysis and slide deck and recommended it for council acceptance at their September 24 meeting.

RECOMMENDATION

It is recommended that the city council accept the human rights commission's analysis of their 2025 equity and inclusion survey. If accepted, it will be placed on the human rights commission's webpage.

ATTACHMENTS

[2025 equity and inclusion survey analysis](#)
[Results slide deck](#)