

Memorandum

TO: City Council Workshop
FROM: Renee Eisenbeisz , Assistant City Manager
DATE: April 21, 2025
SUBJECT: Discussion with human rights commission
ITEM NUMBER: 1.a
SECTION: GENERAL BUSINESS

REQUESTED MOTION

INTRODUCTION

The human rights commission will be meeting with the city council at the April 21 workshop to discuss their 2025 - 2026 action plan, as well a recommendation to issue a news item regarding recent immigration activities.

DISCUSSION

Since 2016, the human rights commission has been using the below goals to help create their action plans.

1. To promote opportunities to build awareness and foster respect for social equity, civil and human rights in our community.
2. Encourage respect and understanding of all individuals and groups by engaging in outreach, education, listening and collaboration in the community.
3. Aid and advise the City Council in regard to general Human Rights issues as they relate to City programs and services.
4. Strengthen and maintain effective relationships with key community groups and organizations in order to further the mission by creating a community where all people feel welcomed, valued and respected.

During their March meeting, the commission updated their action plan through 2026 and recommended it for council approval. Below is a summary on the larger items that they would like to discuss during the April 21 workshop:

Conduct a community survey to identify strengths and challenges related to equity and inclusion in Shoreview and implement new programs based on findings – This survey was carried over from the 2023 - 2024 action plan and was conducted earlier this year. The city received 264 responses, which is a substantial increase from the last time this was completed in late 2021. A subcommittee is now reviewing the responses and will bring forward a summary and potential areas for the commission to focus on at a future meeting.

Implement the land acknowledgement action plan - In early 2024, the city council approved the attached land acknowledgement action plan that the commission created. The

action plan focuses on education, programming, and support. Last year, the commission worked on educational efforts such as updating the history webpage on the website to include our statement, information on Minnesota and Shoreview history and resources to learn more about and support Indigenous cultures. This year will focus on building relationships with Indigenous communities and potentially hosting a program or special event.

Continue to recommend holidays and awareness days/weeks/months to the city for recognizing through social media or other methods - A subcommittee has been created to review the list of holidays and recognition months in 2023 to see if it needs to be updated. Additionally, they will be identifying ways for the city to recognize each holiday or month. Past recognitions have primarily taken place on social media, a few examples of which are attached.

Host or participate in community programs such as community discussions and diversity fairs - This is an ongoing action item that the commission will continue to work on. Last year, the commission met with members of the St. Odilia Racial Equity Ministry to discuss potential programs that we could partner on. This group has hosted several Race and Racism discussions and would like to partner with the city on a future event. The commission would welcome any feedback from the city council on potential programs or events for them to look into.

News item regarding recent immigration activities - Although this isn't a specific action item, the commission has been discussing the importance of creating a website news item regarding recent immigration activities. A subcommittee has been working on the attached draft and would like to discuss it with the city council to see if they are comfortable with the direction. In addition to this, the subcommittee also discussed the possibility of co-hosting a community conversation around immigrant rights. The commission believes these two items fall under their goal of aiding and advising the city council on general human rights issues.

A status report on the 2023 - 2024 action plan is also attached for your review.

RECOMMENDATION

The commission is seeking input on the draft 2025 - 2026 action plan and action items noted above. If supported, staff will bring it forward for final approval at a future meeting.

ATTACHMENTS

[2025 - 2026 draft action plan](#)

[Land acknowledgement action plan](#)

[Social media posts](#)

[Draft news item regarding immigration rights](#)

[2023 - 2024 action plan status update](#)