

2023 – 2024 HRC Action Plan

Action	Timeline	Goal			
		Build awareness and foster respect for social, equity, civil, and human rights in our community.	Engage in outreach, education, listening and collaboration in the community.	Aid and advise the city council in regard to general human rights issues.	Strengthen and maintain effective relationships with key community groups and organizations.
Review caring youth award process	2023	X			
Create a land acknowledgement statement	2023	X		X	
Recommend recognizing holidays and awareness days/weeks/months to the city council	2023	X			
Conduct a special session to discuss role, goals, and potential programs from equity and inclusion survey	2023			X	
Co-host naturalization ceremonies with the Shoreview library	2024	X	X		X
Conduct a community survey to identify strengths and challenges related to equity and inclusion in Shoreview	2024		X	X	
Submit an annual report to the city council	Annually			X	
Coordinate and promote the annual poster contest – One Community of Many Colors	Annually	X	X		
Meet with city council to discuss goals	Annually			X	X
Coordinate and promote the caring youth award	Annually	X			X

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Host or participate in community programs such as community discussions and diversity fairs	Ongoing	X	X		
Support and advise the city council on issues of racial justice as it affects the community	Ongoing	X	X	X	X
Identify community stakeholders on human rights issues and invite to participate in HRC meetings quarterly	Ongoing		X	X	X
Seek collaborative opportunities with local and state organizations	Ongoing	X	X		X
Seek opportunities to connect with middle and high school students	Ongoing	X	X		
Seek opportunities to connect with underserved groups within the community	Ongoing	X	X		X