



# 2023 Annual Report

Shoreview Human Rights Commission

January 1, 2024

Dear Mayor Denkinger and city councilmembers,

We have the pleasure to present the 2023 annual report for the Shoreview Human Rights Commission. This report provides highlights of the various accomplishments, initiatives and projects by the HRC throughout 2023.

The work the HRC undertook in 2023 promoted activities, education, and programs that support equal opportunity, human rights and respect within Shoreview. The commission members are proud of the work they accomplished and are excited to continue their work into 2024.

On behalf of the commission, we wish to extend our appreciation and gratitude for the continued support and encouragement of the city council.

Respectfully submitted,

Mary Johnson

Julie B. Williams

Co-chair

Co-chair

## Mission

The Shoreview Human Rights Commission advises and aids the City of Shoreview by establishing and promoting a community standard of equal opportunity and freedom from discrimination. We envision a community where all people are welcomed, valued, and respected; where each person feels at home.

## Purpose

The human rights commission serves in an advisory capacity to the city council. It promotes activities, education and programs that support equal opportunity, human rights and respect within Shoreview.

Duties and responsibilities include:

- A. Adopting by-laws and/or rules of conduct for its affairs.
- B. Developing, in cooperation with the State Department of Human Rights, programs of formal and informal education.
- C. Formulating human rights programs for the city, subject to review and approval by the city council. These programs shall direct and encourage the work of all individuals and agencies involved in planning, policy making and educational programming in the area of civil and human rights and shall aid citizens in bridging cultural and other differences.
- D. Coordinating efforts with the human rights commissions of neighboring cities.
- E. Making recommendations to the city manager and city council in regard to the planning or operation of any city department on issues of civil and human rights, and making recommendations regarding the adoption of such specific policies or actions as are needed to provide for full equal opportunity in the city.
- F. Advising and making recommendations to the city council in regard to human rights issues.

The commission is dedicated to ensuring Shoreview citizens have equal opportunities and rights as defined by the Minnesota Human Rights Act, Chapter 363A of the State Statutes. The act makes it illegal to discriminate in the areas of:

Housing

Public services

Education

Public accommodations

Employment

Credit

The act makes it illegal to discriminate against a person because of:

Age	Disability
Color	Sexual orientation
Race	Familial status
National origin	Marital status
Religion	Sex
Local commission status	Creed
Status with regard to public assistance	

## Commission members

The commission recommended a change to their composition earlier this year to give student representatives voting privileges. With the update, the commission can have nine to 11 members, with two to three of them being student representatives. The members are appointed for 3-year terms by the city council.

### Members as of December 1, 2023

Richard Bokovoy

Kelsey Fuglsby

Tressa Hunting

Mary Johnson

Dennis Meyer-Razon

Gene Nichols

Angie Petruk

Reesa Venterea, student representative

Julie B. Williams

Allison Yu, student representative

Staff liaison:

Renee Eisenbeisz, assistant city manager

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## Accomplishments

The commission had a busy 2023 with several activities and projects.

## Goals and action plan

The commission uses four goals as guiding principles for their action plan:

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.

The 2023 - 2024 action plan was accepted by the city council on June 5, 2023 and is on the next two pages.

## 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

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.
Coordinate and promote the caring youth award	Annually	X			X
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

## Awareness

### Poster contest

The commission held its 30th annual poster contest, “One Community of Many Colors” in 2023. This contest commemorates Martin Luther King Jr.’s birthday. The commission received 292 student entries from the following schools:

- Emmet D. Williams
- Island Lake
- Oak Hill Montessori
- St. Odilia
- Turtle Lake



2023 first place winner – Claire Walburg

The posters were judged on:

- Expression of the theme
- Clarity of the message
- Quality of the art
- Attractiveness
- Usage of the whole sheet of paper
- Correct spelling of any text

The commission conducted presentations with the schools to present prizes to the top 10 winners and 10 honorable mention students. The 20 students were also recognized by the city council at their March 6, 2023 meeting.

### Land acknowledgement statement

The commission drafted and recommended a land acknowledgement statement for city council approval this year. The city council approved the statement at their October 16 meeting. By doing so, the city recognizes and honors the Indigenous Peoples as the traditional stewards of this land.

*The identity of any community is forged by the generations who have lived there in the past and present, bringing with them their cultures, beliefs, energy, and dreams. Many travel to new places in the hope of a better life, others arrive against their will, and some have been there for thousands of years.*

*The City of Shoreview acknowledges that our community stands on the ancestral, traditional, and current homelands of the Dakota. We also want to acknowledge the Ojibwe and other nations of people who called this place*



*home. The U.S. government seized Dakota and Ojibwe land in Minnesota, allowing pioneers to settle in what is now Shoreview. This land was acquired unfairly through land cession treaties. The city acknowledges the history of violence, displacement, migration, and forced re-settlement of Indigenous Peoples.*

*The city is aware that this land has a complex and layered history, and offers this statement as a step toward healing. Our goal is to better understand the history of the land on which Shoreview is built and the convergence of legacies that bring us to where we are today.*

The city council directed the human rights commission to create and implement an action plan to accompany the statement.

## Recognition days and months

The commission has identified 11 days or months for the city to recognize throughout the year. A subcommittee is now working on recommendations for how to recognize these days or months. Some ways include social media posts, proclamations, book recommendations, or sharing events.

- Black History Month (Feb)
- Lunar New Year (varies by year – February 10, 2024)
- Women's History Month (March)
- Earth Day (Apr 22)
- Asian- Pacific American Heritage Month (May)
- Pride Month (June)
- Juneteenth (June 19)
- Independence Day for the USA (July 4)
- Hispanic Heritage Month (mid- Sept to mid-Oct)
- Indigenous People's Day (Oct 9th)
- Native American Heritage Month (November)

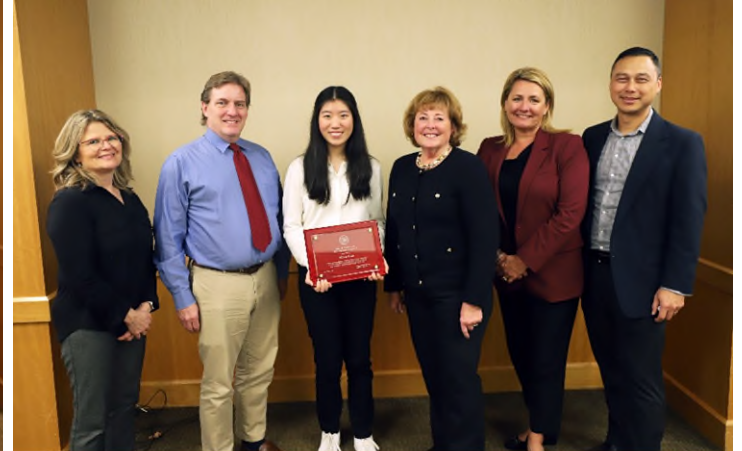
The commission also drafted a proclamation for the city council to recognize Juneteenth. The proclamation was read at the June 5 city council meeting.

## Outreach

### Caring youth award

Based on discussions with high school students, the commission reviewed and revised the caring youth award process this year. Changes were made to make it less intimidating for students to nominate themselves or others. Thanks to the changes, the commission received six nominations, which is the most its received since creating this award in 2012.

Mayor Sue Denkinger presented the 2023 caring youth award winner, Ellen Guo, with a plaque at the November 16, 2023 volunteer appreciation dinner. Ellen used her passion for computer science and volunteering to create a high school coding club and a middle school coding camp, where she teaches coding languages to peers and younger students.



2023 winner, Ellen Guo, with human rights commission and city council at November 16 dinner