



# 2024 Annual Report

Shoreview Human Rights Commission

February 27, 2025

Dear Mayor Denkinger and city councilmembers,

We have the pleasure to present the 2024 annual report for the Shoreview Human Rights Commission. This report provides highlights of the various accomplishments, initiatives and projects by the HRC throughout 2024.

The work the HRC undertook in 2024 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 2025.

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,

Gene Nichols

Co-chair

Kelsey Fuglsby

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 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 February 27, 2025

Mary Ellen Baisley

Emily Salava Batres

Richard Bokovoy

Alicia Dietsche

Kelsey Fuglsby

Mary Johnson

Gene Nichols

Krishna Pillai, student representative

Sidharth Sharma, student representative

Julie B. Williams

Staff liaison:

Renee Eisenbeisz, assistant city manager

## Accomplishments

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

## 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.

## 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 31<sup>st</sup> annual poster contest, “One Community of Many Colors” in 2024. This contest commemorates Martin Luther King Jr.’s birthday. The commission received 257 student entries from the following schools:

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

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 February 5, 2024 meeting.

### Recognition days and months

Throughout 2024, the city recognized the following days or months on its social media platforms based on the commission’s recommendations. Some of the posts are on the next page.

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



2024 first place winner – Bailey Hanson



**City of Shoreview, MN (Local Government)** · February 16, 2024 · 🌐

Black History Month is celebrated throughout the month of February! Black History Month has been recognized by every sitting president since 1976, but it's origins can be traced as far back as 1915. Black History Month was founded by what is known today as the Association for the Study of African American Life and History (ASALH).

This year's national theme is "African Americans and the Arts." The theme explores the key influence African Americans have had in the fields of "visual and performing arts, literature, fashion, folklore, language, film, music, architecture, culinary and other forms of cultural expression."

You can learn more about the creation of Black History Month by visiting Association for the Study of African American Life and History (ASALH) - <https://bit.ly/31fCPf>

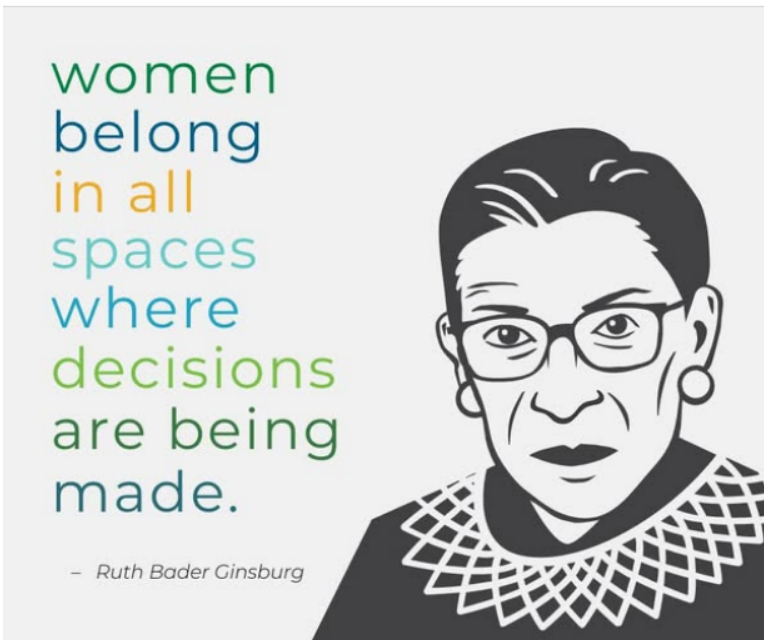


👍 You, Katy Gibbs and 4 others

**City of Shoreview, MN (Local Government)** · March 14, 2024 · 🌐

Happy Women's History Month! Celebrated since 1987, Women's History Month celebrates women's achievements and contributions throughout history. 🙌

This year's theme, "Women Who Advocate for Equity, Diversity and Inclusion," recognizes the incredible women who have challenged the status quo, spoke out against inequalities, and fought for a future where everyone is welcome.



👍 You, Sandy Chandler Martin, Katy Gibbs and 15 others

4 shares

**City of Shoreview, MN (Local Government)** · October 14, 2024 · 🌐

Today is Indigenous Peoples Day! Today and everyday we celebrate and honor the rich heritage and contributions of the Dakota and Ojibwe nations, and all Indigenous communities statewide.



**U.S. Department of the Interior** · Follow · October 14, 2024 · 🌐

On Indigenous Peoples' Day, we celebrate the traditions and cultures of Indigenous communities across the nation.

It's part of our mission to honor our trust... [See more](#)

**City of Shoreview, MN (Local Government)** · May 29, 2024 · 🌐

May is Asian American and Pacific Islander Heritage Month! We celebrate and recognize the rich cultures, traditions, and contributions of our AAPI community in Shoreview 🌸 🙌

AAPI Heritage was first federally celebrated in 1978 when President Jimmy Carter signed the resolution into law. The Federal Asian Pacific American Council announced this year's theme as "Advancing Leaders Through Innovation."

Learn more about AAPI Heritage Month at [fapac.org](https://fapac.org).



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## Land acknowledgement action plan

The commission drafted and recommended a land acknowledgement statement action plan for city council approval this year. The city council reviewed and supported the action plan in January 2024. This plan will be an ongoing focus of the commission and focuses on:

- Educating the community
- Hosting events or discussion series to learn about and celebrate Indigenous culture
- Supporting Indigenous communities and businesses

Earlier this year, the commission identified resources for the city to place on its [history webpage](#).

## Outreach

### Caring youth award

Mayor Sue Denkinger presented the 2024 caring youth award winner, Zoe Buzan, with a plaque at the November 7, 2024 volunteer appreciation dinner. Zoe is using her love of nature, art, and education to give back to the community.



2024 winner, Zoe Buzan, with human rights commission and Mayor Denkinger at November 7 dinner

## Naturalization Ceremony

The Human Rights Commission hosted a naturalization ceremony in December 2024. During the ceremony, 99 individuals from 35 countries took the oath to become U.S. citizens. Mayor Denkinger and Magistrate Judge Shannon Elkins welcomed the new citizens, celebrated the power of diversity, and encouraged



everyone to stay engaged—whether through voting, volunteering, or serving on boards.

The League of Women Voters handed out voter registration forms and a local BSA troop lead the Pledge of Allegiance. The Arden Hills/Shoreview Rotary Club also donated water and handheld American flags for the event.

