

2025 – 2026 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.
Conduct a community survey to identify strengths and challenges related to equity and inclusion in Shoreview and implement new programs based on the findings.	2025		X	X	
Coordinate and promote the annual poster contest – One Community of Many Colors	Annually	X	X		
Coordinate and promote the caring youth award	Annually	X			X
Implement the land acknowledgement action plan	Ongoing	X	X	X	X
Continue to recommend holidays and awareness days/weeks/months to the city for recognizing through social media or other methods	Ongoing	X			
Host or participate in community programs such as community discussions and diversity fairs.	Ongoing	X	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. This could include: <ul style="list-style-type: none"> Identifying opportunities to connect with middle and high school students Identifying opportunities to connect with underserved groups 	Ongoing	X	X	X	X