



Our Vision

Red Wing thrives as a vibrant, creative river town that values its natural environment, welcomes all people, and unlocks opportunity for everyone.

Our Mission

We strive to create a sustainable, healthy, accessible, resilient, and equitable community where every person feels at home.

Meeting Announcement and Agenda Human Rights Commission Regular Meeting City Council Chambers, 315 West 4th Street, Red Wing, MN & Virtually Thursday, July 24, 2025, at 6:00 PM

This meeting will be held in the City Hall Council Chambers and virtually via Webex at the same time. Members of the public can join this meeting either in person at City Hall or virtually. To join this meeting via Webex, [click this link](#) and type in the password 2025. To join via telephone, please dial (415) 655-0001. Enter access code 2555 217 0925 and password 2025 when prompted.

1. Call to Order

2. Pledge of Allegiance

3. HRC Mission Statement

Acknowledging the universal concept of human rights, the mission of the Red Wing Human Rights Commission is to ensure all residents of Red Wing may participate equally and fully in the human experience. The city will work to extend these rights to economic opportunities, safe and affordable housing, and quality education at all levels to provide a safe, supportive community environment. This involves actively working to assure all city policies and practices do not discriminate on any basis, including immigration or refugee status.

4. Roll Call

5. Approval of Agenda

6. Swearing in of New Commissioners, Joe Bigalke, Jeremy Light, and Skog Featherstone

7. Approval of Minutes

7.A. One Motion to Approve September 26, 2024, October 24, 2024, October 17, 2024, and June 26, 2025, Minutes.

8. Motions & General Business

8.A. Finance Report

8.B. Motion to Approve Amos Owen Flyer, and Accepting Nominations for the Amos Owen Award starting August 1, 2025, and Closing September 18, 2025.

8.C. Motion to Approve Expense for Cake, Award Plaque, and Other Items Needed for the Amos Owen Award Presentation.

8.D. Discussion to Choose a Date in October for the Amos Owen Presentation.

9. Communication Items

9.A. Red Wing Human Rights Resource Connection Update and Discussion about Adding the Flyer to the Utility Billing.

9.B. Review and Discuss the 5-Year Plan of the Human Rights Commission.

9.C. Commissioner Comments

9.D. What's Happening in the Community

10. Public Comment

We now invite anyone to share their thoughts on a topic that is not on the agenda. We welcome all opinions and ideas. We appreciate you stating your name at the lectern, and please remember that personal attacks may be ruled out of order. You will have up to three minutes to comment, and we appreciate your time in coming tonight.

11. Adjournment

Accommodations for signing interpreter, Braille, large print, etc. can be made. Call City Hall at 385.3600 seven days prior to the need. Hearing assistance devices are available during meetings.

**Red Wing Human Rights Commission
Special Meeting
City Council Chambers
October 17, 2024**

Members Present: Chair Michael Lickness Holmes; Commissioners Beth Breeden, Kathyne LeMieux, Daryl Sanford, Kristen Ahdunko, and Kim Hudson (arrived late)

Members Absent: Commissioners Madeleine Olson and Derrek Polt (excused absences)

Others Present: Cara Kvanbek, Staff Liaison; Becky Norton, Council Liaison

1. Call to Order

The special meeting was called to order at 5:59 p.m. by Chair Holmes.

2. Roll Call

Roll call was conducted.

3. Presentation of the Amos Owen Award

Council Liaison Norton introduced the award presentation, on behalf of the City Council and the Human Rights Commission.

Chair Holmes reviewed the history of the Amos Owen Award and introduced the 2024 Amos Owen Award recipients:

- Franky Jackson
- Noah White, III
- Nicholas Western Boy
- Joey Taylor

Family members spoke on behalf of the recipients. The work of the Tribal Historic Preservation Office and the relationship between PIIC and the City of Red Wing were discussed. Members of the Prairie Island Indian Community participated in the award presentation ceremony. Award recipients expressed appreciation for the recognition. Commissioner LeMieux and Chair Holmes provided additional comments in support of the recipients.

4. Adjournment

Chair Holmes adjourned the meeting at 6:26 p.m.

**Red Wing Human Rights Commission
Workshop
Community Development Building
October 24, 2024**

Members Present: Chair Michael Lickness Holmes; Commissioners Daryl Sanford, Kim Hudson (arrived at 6:15 p.m.), and Kristen Ahdunko (arrived at 6:29 p.m.)

Members Absent: Commissioners Beth Breeden, Madeleine Olson, Derrek Polt, and Kathryn LeMieux (excused absences)

Others Present: Cara Kvanbek, Staff Liaison; Becky Norton, Council Liaison; Michelle Leise, Community Engagement Facilitator

1. Roll Call

The workshop was called to order at 6:08 p.m. by Chair Holmes. Roll call was conducted.

2. Workshop Items

A. Red Wing Human Rights Commission Rules of Procedure, Approved and Adopted by the Red Wing City Council.

Chair Holmes asked about the need to revise the HRC Rules of Procedure. Staff Liaison Kvanbek stated that revised Rules of Procedure were adopted by the HRC in September and subsequently by the City Council. She stated that the revised rules were based on input from former HRC member Perkins. Council Liaison Norton stated that the Rules of Procedure will need to be approved again at the beginning of the year.

Red Wing resident Patricia Allende De Jung spoke in support of the revised Rules of Procedure.

B. Human Rights Commission 2024 Sub-Committee Listing, Briefing from Committee Members.

Chair Holmes reviewed current committee assignments and updates.

Pride Committee: Commissioner LeMieux (lead); Commissioners Sanford and Olson.

Chair Holmes commented with regard to event planning activities.

Community Conversations Committee: Commissioners Hudson and Olson.

Chair Holmes indicated that a committee lead is needed. He suggested discussion of the next steps in terms of this project.

Commissioner Hudson relayed her past experiences as a committee member.

Council Liaison Norton suggested sharing the resources that were created by former Commissioner Perkins with the committee, and Commissioner Hudson indicated that she has received these documents. It was suggested to pause this project for now.

Human Rights Resource Connection Promotion Committee: Open.

Chair Holmes discussed the decals. Council Liaison Norton suggested consideration of pausing this committee. Community Engagement Facilitator Leise offered suggestions for promoting the Human Rights Resource Connection. The purpose of the monthly reports was discussed.

Amos Owen Award Committee: TBD.

Commissioners commented regarding the recent award ceremony, describing it as very moving and powerful. Chair Holmes spoke in support of the voting process that was conducted.

MLK Day Committee: Chair Holmes (lead) and Commissioner Ahdunko.

Chair Holmes summarized recent discussion with a Red Wing High School principal.

Black History Month: Commissioner Hudson (lead); Chair Holmes and Commissioner Olson.

Commissioner Hudson discussed potential Black History Month activities.

Council Liaison Norton suggested that the MLK and Black History Month committees present a framework and anticipated expenses to the HRC during the November meeting.

It was suggested to donate children's books about Dr. King and other books to local elementary schools.

Red Wing residents Chaz Neal and Patricia Allende De Jung provided additional comments and cited examples of human rights and discrimination concerns.

Council Liaison Norton discussed a past book reading project and referenced copyright issues.

Native American History Month Committee: Commissioner LeMieux (lead); Commissioners Sanford and Olson.

Community Engagement Facilitator Leise discussed a flag raising ceremony and a tapestry that will be on loan to the City.

C. Review and Discuss HRC 5-Year Plan and Budget Request for 2025.

Staff Liaison Kvanbek suggested a review of the 5-year HRC Work Plan. Chair Holmes suggested adding this topic to the November meeting agenda.

D. Review the Human Rights Commission's Role in the Red Wing's Equity Action Plan.

Community Engagement Facilitator Leise provided background information and discussed the work of the Advisory Team on Government Policies and Practices. She noted that this group submitted more than 100 recommendations to the City Council. She stated that the Red Wing Equity Plan grew out of this work. She reviewed the process of updating the three-year Equity Action Plan and highlighted examples of opportunities for HRC input and involvement. Next steps were discussed. Ms. Leise also discussed plans to measure progress toward goals and survey community members.

Police Department community engagement activities were discussed. It was suggested to initiate a conversation with Police Department leadership.

Ms. Leise reported that Hispanic Outreach of Goodhue County recently partnered with the Red Wing Public Library on an educational event. She commented that families were surveyed during this event and noted that some of the suggestions that were provided are now being implemented.

Ms. Leise also discussed the process of updating the Red Wing Report Card and provided examples of recent community engagement activities.

Commissioner Hudson inquired regarding demographic information that was incorporated into the Report Card document, and Ms. Leise provided information in this regard. Ms. Leise also discussed how the City and the School District have partnered.

E. Discussion with Chaz Neal on Resolution No. 7675 Declaring Racism a Public Health Emergency.

Chair Holmes provided background information and referenced the resolution language.

Chaz Neal discussed the long history of systemic racism and discrimination in Red Wing. He described the process that resulted in the adoption of Resolution No. 7675 by the Red Wing City Council in August of 2021. Mr. Neal discussed the promises that were made at that time and expressed concerns that things have not sufficiently changed. He commented that people have become apathetic and desensitized.

Community Engagement Facilitator Leise discussed City funding toward equity training, data collection, community events, and translation services.

Mr. Neal and Chair Holmes commented regarding recent recognition of the contributions of early Black residents in Red Wing and other historical events.

Mr. Neal summarized conversations with City leaders regarding accountability and City policies. He discussed the need to engage in difficult conversations and raise public awareness about equity issues.

Mr. Neal recommended adoption of a new resolution that would result in policy change and a commitment to action by the City, the County, and community organizations. He reviewed draft resolution language. Chair Holmes discussed the process and suggested adding this topic to a future HRC meeting agenda.

Patricia Allende De Jung commented regarding the process of identifying policies in need of revision. She suggested the formation of an HRC committee to research definitions and legal considerations.

3. Public Comment

There were no additional public comments.

4. Adjournment

The workshop adjourned at 7:50 p.m.

**Red Wing Human Rights Commission
Regular Meeting
City Council Chambers
September 26, 2024**

Members Present: Commissioners Beth Breeden, Stevia Asher, Herbert Perkins, Daryl Sanford, Kristen Ahdunko, Kathyryne LeMieux, Derrek Polt, and Kim Hudson (arrived at 6:26 p.m.)

Members Absent: Chair Michael Lickness Holmes, Commissioner Madeleine Olson

Others Present: Cara Kvanbek, Staff Liaison; Becky Norton, Council Liaison; Michael Wilson, Mayor

1. Call to Order

The meeting was called to order at 6:00 p.m. by Vice Chair LeMieux.

2. Pledge of Allegiance

Vice Chair LeMieux led the recitation of the Pledge of Allegiance.

3. Statement of Intent

Commissioner Ahdunko read the Statement of Intent.

4. HRC Mission Statement

Commissioner Perkins read the HRC Mission Statement.

5. Roll Call

Roll call was conducted. Commissioners Asher, Breeden, Sanford, Perkins, Ahdunko, LeMieux, and Polt were in attendance. Commissioner Hudson joined the meeting late.

6. Approval of Agenda

A motion was made by Commissioner Perkins, seconded by Commissioner Breeden and unanimously carried, to approve the agenda as presented.

7. Introduction of New Commissioner Derrek Polt

Commissioner Polt introduced himself and discussed his interest in the community and the Human Rights Commission. Mayor Michael Wilson administered the Oath of Office for Commissioner Polt. He was welcomed to the Human Rights Commission.

Mayor Wilson stated that an ad hoc committee will be making a recommendation to the City Council during an upcoming budget workshop to consider whether certain City Boards and Commissions should be converted to committees as a cost-saving measure. He discussed the differences between a commission and a committee.

Mayor Wilson stated that the Airport Board and the Harbor Commission are now functioning as committees.

Commissioner LeMieux requested clarification that the Human Rights Commission is being considered for conversion to a committee. It was noted that this is the case. Commissioner LeMieux asked what would happen to the HRC budget, and Mayor Wilson indicated that this would be discussed. Commissioner LeMieux asked about opportunities for public comment regarding the recommendation. Mayor Wilson indicated that feedback would be welcomed.

Commissioners indicated that meetings typically start later in the day. Mayor Wilson indicated that meeting space would need to be discussed.

8. Approval of Minutes

A. Motion to Approve Minutes.

- 1. July 25, 2024, Regular Meeting Minutes.**
- 2. August 22, 2024, Workshop Minutes.**

A motion was made by Commissioner Breeden, seconded by Commissioner Sanford and unanimously carried, to approve the meeting and workshop minutes as drafted.

9. Public Comment

Chair Holmes reviewed the public comment procedure. There was no public comment.

10. Motions & General Business

A. Finance Report.

Staff Liaison Kvanbek reviewed the 2025 HRC budget balance and referenced encumbered funds from the 2024 budget. She reviewed an expense relating to the Human Rights Resource Connection decals.

B. Motion to Approve Community Conversation Flyers, Dates, and Locations of Events.

Commissioner Perkins summarized committee member discussion and referenced a list of proposed community conversations. He detailed a proposed format for these discussions. He suggested establishing a consistent schedule and location for future events. It was clarified that a meeting room at the Library for the October event has not yet been reserved.

Staff Liaison Kvanbek discussed a promotional flyer and relayed feedback from Communications Coordinator Courteney Jacob.

Council Liaison Norton reviewed options for HRC action at this time.

Commissioner Perkins suggested approving the promotional flyer concept, with the revisions as suggested. Council Liaison Norton suggested further outlining the community conversations format. Committee members provided additional information.

Later during the meeting Commissioner Perkins reviewed the primary question and format for the next community conversation (World Café) event:

What is a community issue in the city of Red Wing touching on equity, opportunity, or exclusion that most concerns you?

A motion was made by Commissioner Ahdunko, seconded by Commissioner Sanford and unanimously carried, to approve the concept and the flyers as discussed. Staff Liaison Kvanbek indicated that she will make the revisions to the flyer.

C. Motion to Approve Red Wing Human Rights Commission Rules of Procedure.

Vice Chair LeMieux referenced the Rules of Procedure document.

A motion was made by Commissioner Breeden, seconded by Commissioner Ahdunko and unanimously carried, to approve the Human Rights Commission Rules of Procedure as presented.

Staff Liaison Kvanbek noted that the Rules of Procedure will be forwarded to the City Council for approval.

D. Update on Distribution of Human Rights Resource Connection Decal.

Commissioner Asher discussed the distribution process and encouraged Commissioners to help distribute the decals. Council Liaison Norton recommended asking permission when dropping off decals at local businesses.

E. Selection of Amos Owen Award Recipient.

Vice Chair LeMieux reviewed the Amos Owen Award criteria, discussed the nomination process, and referenced the agenda materials. Staff Liaison Kvanbek commented that the Universal Declaration of Human Rights was also included in the agenda packet.

Council Liaison Norton reviewed options pertaining to the nomination process. It was suggested to consider past nominees from the last three years. A group nomination was discussed. Staff Liaison Kvanbek commented that more than one nomination form was submitted in support of a particular nominee.

A motion was made by Commissioner Perkins, seconded by Commissioner Breeden and unanimously carried, to consider past nominees from the last three years.

The nominations were discussed and compared. Award criteria relating to human rights work were referenced.

Vice Chair LeMieux provided background information relating to the hanging rope and bones from the Mankato hangings of 1862 that have been returned to Dakota tribes.

It was suggested to consider selecting more than one recipient, depending upon the nominee pool.

Voting for the 2024 Amos Owen Award recipient was conducted via secret ballot. Council Liaison Norton reported the results of the balloting process, stating that there was a tie between an individual nominee and a group nominee.

Commissioner Perkins suggested consideration of defining two separate award categories.

The nominations were re-reviewed and clarified in terms of each nominee's human rights work and contributions to the community.

A motion was made by Commissioner Perkins, seconded by Commissioner Sanford and unanimously carried, to conduct a second balloting process.

A second ballot was conducted, and it was ultimately decided to select an individual recipient and a group recipient (three individuals) to receive the 2024 Amos Owen Award. It was noted that the four nominees all work together as a team to accomplish their collective human rights work.

F. Motion to Approve Date for Presentation of Amos Owen Award, Cake Style, and Budget for the Cake and Plaque.

Staff Liaison Kvanbek summarized a conversation with the plaque vendor and noted that the cost of the plaques would be \$45 each.

Staff Liaison Kvanbek also discussed cake options for the reception, and a custom sheet cake was recommended. A motion was made by Commissioner Perkins, seconded by Commissioner Hudson and unanimously carried, to establish a \$200 budget for the Amos Owen Award reception.

The date and location of the award presentation was discussed. Council Liaison Norton summarized past discussion of limiting presentations during Council meetings and reviewed potential options.

Commissioner Breeden suggested scheduling a brief special HRC meeting just prior to the October 15 City Council meeting, the day after Chief Red Wing Day.

Commissioner Perkins suggested scheduling a special HRC meeting on a different date in October.

Council Liaison Norton suggested that the Staff Liaison coordinate an appropriate date with Chair Holmes and the award recipients. Commissioner Hudson suggested scheduling a special HRC meeting on October 17 in the City Council Chambers to present the Amos Owen Award.

11. Communication Items

A. Updates from Subcommittees.

Committee membership was discussed. Commissioner LeMieux indicated that she would be willing to lead the Native American Heritage Month Committee. Commissioner Asher requested to be removed from the Community Conversations Committee.

B. Human Rights Resource Connection Phone Complaints.

Vice Chair LeMieux reported that no complaints were received since the last meeting.

C. Universal Declaration of Human Rights Awareness.

Staff Liaison Kvanbek referenced the agenda materials and noted that this was provided for informational purposes.

D. Topics for Discussion during Human Rights Workshop.

- 1. 5-Year Plan for the Human Rights Commission – 2023 to 2028.**
- 2. Revisit Resolution No. 7675, Declaring Racism a Public Health Emergency.**

Staff Liaison Kvanbek reported that Chair Holmes has suggested adding these items to the October workshop agenda.

E. Commissioner Comments.

Commissioner Perkins inquired regarding the results of a recent survey. Staff Liaison Kvanbek indicated that one response was received. Commissioner Perkins noted that the survey questions involve issues and concerns relating to communication behaviors during HRC meetings. He suggested re-issuing the survey and asking HRC members to respond within two weeks. Staff Liaison Kvanbek suggested a shorter time frame. She also suggested involving Chair Holmes in the process.

A motion was made by Commissioner Perkins to re-send the survey to HRC members and request a response within five days. The motion was seconded by Commissioner Polt, a vote was conducted, and the motion carried unanimously, with one abstention.

Council Liaison Norton provided additional background information relating to the Mayor's earlier comments pertaining to an ad hoc committee considering whether boards and commissions should be converted to committees. She stated that the City Council would be the body to decide to convert any City board or commission to a committee. She encouraged HRC members to consider the pros and cons of becoming a committee and reach out to Council Members.

Council Liaison Norton referenced ongoing Council discussions of the 2025 budget and property tax levy. She stated that the HRC could decide to provide input to the City Council, adding that members may contact Council Member individually.

The differences between a commission and a committee were further discussed. Council Liaison Norton detailed some of the benefits of HRC membership and expressed support for maintaining the City's boards and commissions.

Commissioner Hudson reported that she and Chair Holmes have been meeting with a principal at the High School to collaborate on MLK Day and Black History Month activities.

Commissioner Perkins read a letter he wrote to Mayor Wilson, thanking him for the opportunity to serve on the HRC and tendering his resignation from the HRC following the current meeting.

Options for continuing the Community Conversations project were discussed. Commissioner Perkins offered to provide assistance as a volunteer. Commissioner Hudson expressed concerns regarding the amount of time that was spent discussing the Community Conversations format and flyer earlier during the meeting. Commissioners Perkins and Asher commented regarding the committee experience.

Commissioners Breeden and LeMieux thanked Commissioner Perkins for his service and wished him well.

F. What's Happening in the Community.

This item was not discussed.

12. Adjournment

Vice Chair LeMieux adjourned the meeting at 8:28 p.m.

**Red Wing Human Rights Commission
Workshop
Community Development Building
June 26, 2025**

Members Present: Chair Kathyne LeMieux; Commissioners Beth Breeden, Joe Bigalke, and Kim Hudson (arrived at 6:12 p.m.)

Members Absent: Commissioner Gabrielle Magill; Council Liaison Becky Norton

Others Present: Cara Kvanbek, Staff Liaison; Michelle Leise, Public Information and Engagement Officer

1. Roll Call

Chair LeMieux convened the workshop at 6:08 p.m. Workshop attendees introduced themselves. Later during the workshop Commissioner Bigalke reviewed his background and discussed the reasons that he applied to serve on the Human Rights Commission.

2. Workshop Items

A. 2025 Final Board and Commission Rules & Policies.

Public Information and Engagement Officer Leise discussed the updated rules and policies document. She noted that boards and commissions have the option to modify the rules and policies pertaining to public comment and to the order of business. She stated that the HRC could vote to modify these two areas during the next regular HRC meeting. The public comment period was discussed, and options relating to the Statement of Intent were reviewed.

B. Commission Training.

Ms. Leise discussed board and commission training activities, noting that a video series is being developed to assist with this process in the future.

Ms. Leise provided an overview of Robert's Rules of Order. She reviewed the benefits of using these guidelines to manage meetings:

- 1) Ensures that everyone has an opportunity to speak.
- 2) Ensures that both the group and the public understand what is being voted on.
- 3) Helps keep the discussion on track.

Ms. Leise reviewed the roles and responsibilities of the meeting or workshop chair. She detailed the process of making, seconding, discussing, and voting on motions and provided examples. Roll call votes were discussed. Ms. Leise noted that training is being provided to all boards and commissions. The process of tabling an item was discussed along with the reasons for doing so. The process of calling the question was also discussed.

Ms. Leise distributed handouts for HRC member review and invited HRC members to provide feedback and suggestions regarding City policies and practices.

C. Amos Owen Award Presentation Worksheet and Sample Flyer for 2025.

Staff Liaison Kvanbek distributed the worksheet and flyer. She discussed how these tools will assist with the award nomination and selection processes and prepare for the award presentation. The timeline was reviewed. It was stated that past awards have been presented on Indigenous Peoples Day in October.

The award criteria and qualifications were discussed. Commissioner Breeden provided additional information in this regard.

Expenses relating to the award presentation were reviewed. Staff Liaison Kvanbek discussed the HRC budget, noting that a request has been made to encumber funds from the 2024 budget. She indicated that she will verify this information.

Commissioner Bigalke suggested incorporating Native American cultural components into the award presentation. Suggestions for other potential activities in conjunction with the award presentation were offered.

Ways to promote the award and the nomination process were discussed. It was suggested to open the nomination period on August 1 and close the nomination period on September 22. It was discussed that HRC members should not nominate other HRC members.

Commissioner Bigalke further discussed his advocacy work and asked what would happen if he were to be nominated by a community member. Staff Liaison Kvanbek indicated that she will look into this. Chair LeMieux also discussed the differences between humanitarian work and human rights work. She provided several examples of the human rights advocacy work and accomplishments of Amos Owen. Past award recipients were discussed.

Staff Liaison Kvanbek suggested voting on the nomination process along with the award presentation date and budget during the July HRC meeting.

The draft flyer was discussed. Chair LeMieux suggested adding a definition of human rights. Other suggestions for revisions were offered.

D. Other Discussion.

HRC membership challenges were discussed. It was noted that the size of the HRC has been decreased from 11 members to 7 members, to help facilitate member recruitment. The role of the Mayor in terms of recommending new members to be appointed to the HRC by the City Council was clarified.

It was suggested to ask the Mayor to provide a membership update. The membership application process was discussed. HRC member qualifications were reviewed. It was noted that there are currently 5 HRC members, with a quorum consisting of 3 members or more. The HRC member reappointment process was also discussed.

Chair LeMieux asked about the potential for adding a student liaison to the HRC. Staff Liaison Kvanbek indicated that the Mayor and City Council have been discussing this possibility.

HRC officers and the election process were discussed. It was noted that a Vice Chair or Co-Chair could be elected during the next regular HRC meeting.

Staff Liaison Kvanbek asked HRC members to think about and suggest potential projects and initiatives for consideration during the next HRC meeting. Chair LeMieux read a letter from Council Liaison Norton to the HRC, referencing the City of Red Wing Mission Statement and providing several suggestions for potential HRC projects and initiatives. The committee structure was discussed.

Commissioner Bigalke discussed a potential paper airplane project for children undergoing chemotherapy.

Commissioner Breeden offered additional member recruitment strategies.

Chair LeMieux suggested submitting project ideas to Staff Liaison Kvanbek.

Agenda items for the July meeting were summarized.

3. Public Comment

There was no public comment.

4. Adjournment

The workshop adjourned at 7:54 p.m.

HRC Budget 2025
For July 24, 2025 Meeting

\$ 2,500.00 Council Approved in the Budget at the Beginning of the Year
\$ 6,350.23 Pending City Council Amount to Encumber from 2024 to 2025
\$ 8,850.23 Available Funds in 2025

Expenses in 2025

Expenses in 2024

\$ 267.33 100 Decals Printed by Anchor Promotions
\$ 193.28 The Creative Hand, (4) Amos Owen Plaques
\$ 11.00 Coffee Cups, and Napkins, Wal-Mart
\$ 38.16 Amos Owen Celebraion Cake, Wal-Mart
\$ 509.77

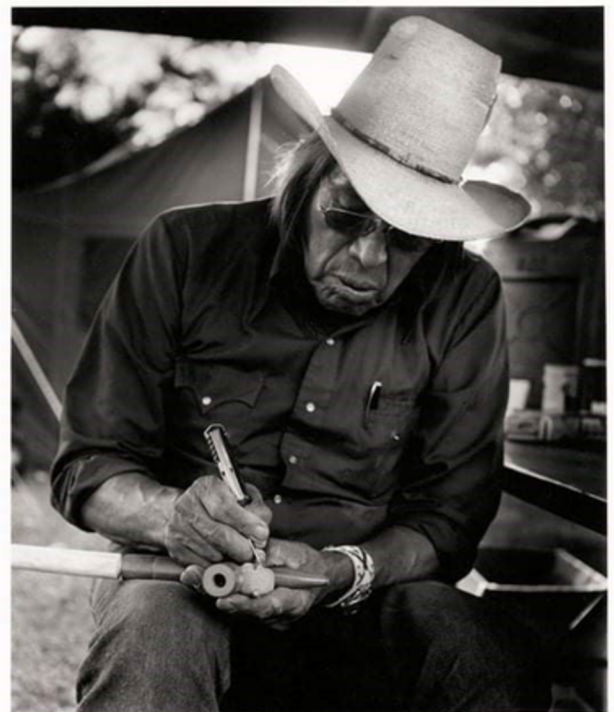
AMOS OWEN AWARD

Sponsored by the City of Red Wing Human Rights Commission

Nominations open until September 18.

Amos Owen, a Bdewakantunwan elder and spiritual leader from the Prairie Island Indian Community, worked tirelessly to preserve Dakota language and culture. He changed the world in ways that continue to have an impact today.

If you know someone who has made our community better just as Amos Owen did, nominate them for the Amos Owen Award today.



Nominations may be submitted online at redwingmn.gov/AmosOwen.

“Recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world”

– Universal Declaration of Human Rights

Congratulations
Amos Owen
Award
Recipients





**How can YOU help
combat discrimination?**



**If you or a loved one has been faced with
discrimination, find resources to help.**

**Contact the City of Red Wing's
Human Rights Resource Connection**

Call 651-385-5190

Email: humanrights@ci.red-wing.mn.us

Online resources: red-wing.org/hrrc

Change starts with YOU. It starts with US.

¿Cómo puedes ayudar a combatir la discriminación?

**Si usted o un ser querido se han enfrentado a la
discriminación, busque recursos para ayudar.**

Llame 651-385-5190. Recursos en línea: red-wing.org/hrrc

Email: humanrights@ci.red-wing.mn.us

El cambio comienza contigo. Comienza con todos.



5-Year Plan of the Human Rights Commission 2023 to 2028

Submitted to the Red Wing City Council
January 12, 2023

Purpose:

Acknowledging the universal concept of human rights, the mission of the Human Rights Commission is to ensure that all Red Wing residents may participate equally and fully in the human experience. The City will work to extend these rights to economic opportunity, safe and affordable housing, and quality education at all levels to create a safe and supportive community environment. This involves actively working to assure all City policies and practices do not discriminate on any basis, including immigrant or refugee status.

History of the Human Rights Commission

The Human Rights Commission was started in 1969. At a community gathering held on September 18, 1966, Frank Kent, Commissioner of Human Rights of the State of Minnesota, spoke to a group of Red Wing citizens. After the meeting, multiple groups raised interest in founding a Human Rights Commission. At the City Council meeting on October 3, 1968, Mayor Demetrius Jelatis expressed that there was interest in the community in starting a Human Rights Commission. The idea was forwarded to the Ordinance Committee for further study on the issues the Human Rights Commission would be dealing with.

In 1969, at both the February 6th and March 6th City Council meetings, letters were submitted, and citizens attended. In letters and in spoken comments, citizens urged the Council to create a Human Rights Commission in Red Wing. At the Council meeting on June 5, 1969, Ordinance No. 571 was accepted, creating the Human Rights Commission of Red Wing.

Currently, the Human Rights Commission has 11 members appointed by the Mayor and approved by the Council. One notable HRC program is the Amos Owen Award. Since 2001, the annual Amos Owen Award has recognized one or more individuals in the Red Wing community for their work in uplifting and striving for others' human rights. The award's namesake is a Prairie Island Mdewakanton elder and spiritual leader, Amos Owen, who worked tirelessly to preserve Dakota language and culture. A committee of the Human Rights Commission chooses the award winner.

Definitions for the 5-Year Plan

- Strategy:** An overarching role or responsibility the board/commission does as part of its work.
- Action:** A specific action, activity, or priority the board/commission will accomplish.
- Year:** Designate the year(s) of an initiative. *Ongoing* means the action is continuous and not limited to a particular year. Highlighted areas identify top priorities in the coming year.
- Budget:** The range of dollars an action is expected to cost.

- 0 = No dollars
- \$ = \$1 to \$999
- \$\$ = \$1,000 to \$3,000
- \$\$\$ = \$3,001 to \$5,000
- \$\$\$\$ = \$5,001 or more (a dollar amount will be noted if higher than \$7,000)

Staff Time: The estimated staff liaison time an action is estimated to take.

- None = No additional time
- Small = 5 hours or less
- Medium = 6 to 15 hours
- Large = More than 15 hours

Equity: How the board/commission will consider the input and experiences of all in Red Wing.

1 = The group will **collect input or feedback from more people** so a wider variety of ideas and thoughts are considered. This may involve using surveys, gathering input at public meetings, hosting events, attending community groups to learn, etc. This may include partnering with organizations, community members, and/or boards and commissions.

2 = The group will **increase promotion, publicity, or education to the public through a wider variety of methods and/or places** to reach more people in the community. This may include translating materials.

3 = The group will **utilize data that identifies different population groups and how people are experiencing aspects of life** so that information can be considered during decision-making.

4 = The group will **lead or collaborate on an event or project that acknowledges history and/or provides representation or voice** to one or more identified groups*.

5 = The group will **recommend to Council a policy, plan, or practice that will improve the lives of more people.**

** "More people" or "identified groups" refers to those who are often under-represented or not focused on due to their age, race, color, creed, religion, national origin, sex, gender identity, sexual orientation, marital status, disability, status with regard to public assistance, and/or limited English proficiency. (These groups are identified by state and federal governments and are also included in the City of Red Wing's required Title VI Plan, approved by City Council on September 12, 2022.)*

Strategic Plan: This designates where the board/commission's actions fit with the goals of the City's 10-Year Strategic Plan.

2040 Plan: This designates where the board/commission's actions fit with the goals of the Red Wing 2040 Community Plan.

Human Rights Commission 5-Year Plan: 2023-2028

Strategies	Actions	Year	Budget	Staff Time	Equity	Strategic Plan	2040 Plan
#1. Advise Council and other boards and commissions on improving plans and policies to be more equitable.	(A) Review and monitor the City's Equity Plan at least two times annually and provide feedback and/or recommendations if needed.	2023 & Ongoing	0	Small	5	#59	12.D.1.
	(B) Provide recommendations to City Council on policies and practices, either as requested by Council or brought forth by the HRC.	2023 & Ongoing	0	Med	1, 5	#59	12.D.1.
	(C) Use the HEEAP Sheet regularly in planning, implementing, and evaluating plans, programs, and policies.	Ongoing	0	None	1,2,3,4,5	#59	12.D.1.
	(D) Be a resource to other city boards and commissions to assist in their equity planning, if requested.	Ongoing	0	Small	2	#59	12.D.1.
	(E) Consider ways to address and monitor local systemic issues and improvements related to Red Wing's racism as a public health emergency declaration.	Ongoing	Not sure yet	Not sure yet	1, 2, 3, 4, and/or 5	#60	12.D.1. 12.A.4.
#2. Host events that educate, uplift, and celebrate human rights and bridge divisions in our community.	(F) Lead community conversations. Provide a safe space for people to engage in often uncomfortable discussions to better understand each other as fellow human beings. Goal is to build trust and encourage an environment of knowledge, empathy, & inclusivity.	2023	\$	Med	4	#60	12.D.2. 12.A.4.
	(G) Host the Juneteenth Celebration in 2023. Work with community members to plan, promote, and implement this public event that honors and celebrates Black history and culture.	2023	\$\$\$\$	Large	4	#58 #60	12.D.2. 12.A.4.

	(H) Organize annual Amos Owen Award. Promote program, choose winner, and host reception.	2023 & Ongoing	\$	Med	4	#60	12.A.4.
	(I) Host or co-host Martin Luther King, Jr. Day event in Red Wing.	2024 & Possibly ongoing	\$\$	Med to Large	4	#60 #62	12.D.2. 12.A.4.
	(J) Host public events such as movie/documentary nights, workshops by organizations, community meals, and other gatherings. Many can be collaborations with other groups.	2024 & Ongoing	\$\$	Med to Large	4	#60 #62	12.D.2. 12.A.4.
#3. Collaborate with groups to educate and spread awareness.	(K) Partner with Red Wing youth organizations when opportunities arise. Groups include the BSU, NASA, the LGBTQ+ student group, the City's Youth Committee, and others.	Ongoing	0	0	1, 2, 4	#60 #67	12.A.4.
	(L) Bring in speakers for every regular meeting. For 2023, these include representatives from the Black Student Union, the Native American Student Association, Hispanic Outreach, the LGBTQ+ school group, and others so they can promote and share with the HRC & community what they're doing.	2023 & Ongoing	0	Small	4	#60 #67	12.A.4.
	(M) Partner with the Chamber of Commerce to provide material that would give ideas on how business owners can be more welcoming to all people in their shops, restaurants, organizations, etc.	2024 2025	\$	Med	4	#60	12.A.4.
	(N) Host a table at Hispanic Heritage Festival	2023 & Ongoing	\$	Med	2	#60	12.A.4.
	(O) Bring in speakers from the city and county's housing organizations to learn more about how people are experiencing housing in Red Wing.	2023	0	Small	2	#59	12.A.1.
	(P) Continue to meet periodically with Mayo Clinic Health System to discuss progress on inclusive policies and practices.	2023	0	Med	2	#60	12.D.1.

	(Q) Partner with other city boards and commissions on public art and/or educational projects when it aligns with the mission of the HRC and helps to further the HRC's goals.	Ongoing	Not sure yet	Small to Med	4	#60	12.A.4. 10.B.2. 10.B.3.
	(R) Collaborate with the Chamber of Commerce to create an annual award honoring a local business that highlights human rights.	2024	\$	Small	2	#60	12.A.4.
	(S) Produce video with the message that all boards and commissions need members who think about human rights. Goal is to nudge people in RW from all backgrounds with an interest in human rights to volunteer for these positions.	2024	0	Med	2	#66	12.B.1.
#4. Increase people's knowledge about the MN Human Rights Act. Share resources that assist people with their human rights concerns.	(T) Promote the city's Human Rights Resource Connection in multiple ways.	2023 & Ongoing	\$	Med	1, 2, 3	#60 #64	12.A.4. 12.A.1.
	(U) Advise and monitor how the City documents human rights concerns that come through the Human Rights Resource Connection. When possible, use that information to learn & inform future HRC planning.	2023	0 right now	Med to High	1,2,3	#60 #64	12.A.4. 12.A.1.
	(V) Increase knowledge of HRC members and the public on human rights issues. ---Bring in the MN Department of Human Rights (MDHR) early in the year to update HRC. ---Invite other HRCs to share their work and insights. ---Include educational materials with each regular meeting from organizations like the MDHR and HUD to keep HRC members up to date on human rights issues.	2023 & Ongoing	0	Med	2	#59	12.D.1.