

**Red Wing Human Rights Commission
Workshop
Community Development Building
August 28, 2025**

Members Present: Chair Kathyne LeMieux (arrived at 6:11 p.m.); Commissioners Beth Breeden, Joe Bigalke, Gabrielle Magill, Skog Featherstone, and Kim Hudson (arrived at 6:12 p.m.)

Members Absent: All members were in attendance

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

1. Roll Call

Staff Liaison Kvanbek convened the workshop at 6:00 p.m. Roll call was conducted. Commissioners Breeden, Bigalke, Magill, and Featherstone were in attendance along with Staff Liaison Kvanbek. Chair LeMieux, Commissioner Hudson, and Council Liaison Norton arrived late.

2. Workshop Items

A. Parliamentary Procedure: A Brief Guide to Robert's Rules of Order.

Staff Liaison Kvanbek provided an overview of Robert's Rules of Order and highlighted information from a resource that she included with the agenda packet. She asked HRC members to state their names when speaking so that the minutes will accurately reflect this information. She reviewed the process of recognizing speakers. She described the roles and responsibilities of the Chair position. She detailed the process of making, seconding, discussing, and voting on motions along with announcing affirmative and dissenting votes. She referenced an action known as "call for the orders of the day." Council Liaison Norton clarified that a motion to adjourn is not necessary. She commented that all members should be offered the opportunity to speak regarding agenda items. It was clarified that, while no formal votes are conducted during workshops, discussion of agenda items can be informally tabled during a workshop.

B. Amos Owen Committee Suggestions on Food and Drink.

Committee members reviewed cake quotes and discussed other expenses. It was suggested to support local businesses. Compostable options were discussed. It was noted that a vote will be conducted during the next regular HRC meeting. The budget for this event was discussed. Suggestions were provided for future events. Staff Liaison Kvanbek reported that the City Council approved the encumbering of funds from the 2024 budget toward 2025 expenses. It was suggested to decide between Family Fare and a local baker to provide the cake during the next meeting, and other items were discussed. It was noted that the award presentation will take place on October 16 in the City Council Chambers starting at 6:15 p.m.

The Amos Owen Award flyer was discussed. Promotion of the award via the *Republican Eagle* and social media was discussed. The nomination process was reviewed.

C. Discussion about Reviewing Applications and Choosing the Recipient for the Amos Owen Award.

The processes that were used in the past to review nominations and select award recipients were reviewed. It was clarified that names would be redacted from the nomination information. It was noted that former HRC member Jeremy Light had served on the committee, thus creating a vacancy on the committee. It was suggested that the committee review the nominations and provide a recommendation to the HRC.

D. Review of the HRC Flyer.

The flyer was discussed. Commissioner Breeden suggested deleting the word “combat” from the flyer language. Commissioner Hudson provided an alternative definition of the word “combat.” Background information was provided regarding the Red Wing Human Rights Resource Connection, and the role of the HRC to promote this service was clarified. HRC members expressed appreciation to Communications Coordinator Courteney Jacob for creating the flyer. The potential to include the flyer in future utility bills was again discussed.

A discussion was conducted regarding the DSI (Disability Support International) nonprofit organization, to which the HRC recently voted to provide a contribution. It was suggested to consult the City Attorney regarding this matter. Council Liaison Norton provided additional information. It was suggested to carefully vet nonprofit organizations that the HRC considers supporting.

E. Open Discussion about Amending the Start Time of the Human Rights Commission Meeting.

The duration of HRC meetings and workshops was discussed. Chair LeMieux suggested consideration of a change to the HRC calendar, with voting meetings scheduled quarterly and workshops scheduled during the other months. The agenda format for meetings and workshops was discussed. Commissioner Breeden stated her understanding that ideas for projects would be presented during the workshop. The public comment section of the agenda was referenced. Commissioner Hudson commented that her intention was not to change the start time of the meetings but noted that she may be late at times. Other HRC members commented that moving the start time later would be problematic. The consensus of members was to make no changes to the calendar or the start time, with 90-minute meetings and workshops planned. It was suggested to focus on ways to stick to the agenda and move the discussion along.

F. Discussion about Becoming a Sanctuary City for the LGBTQ+ Community.

HRC members asked about the process. Staff Liaison Kvanbek reviewed the process and noted that the City of Northfield recently voted to become a Sanctuary City. She referenced past HRC action related to a ban on conversion therapy for minors. She stated that this topic was added to the agenda for consideration. Commissioner Hudson asked whether there are issues with discrimination involving the LGBTQ+ community in Red Wing and suggested consideration of becoming a Sanctuary City for people of color. Commissioner Breeden referenced laws that were enacted by the Minnesota Legislature in 2024, declaring Minnesota to be a trans refuge state. It was suggested to invite a representative of the City of Northfield to provide a presentation. It was also suggested to initiate a community conversation of labels and include all communities in a potential Sanctuary City declaration. Council Liaison Norton provided additional background information and suggested discussing the purpose and benefits of a Sanctuary City declaration. It was noted that Sam Nordquist, a transgender man who was tortured and killed in New York, was from Red Wing. It was suggested to educate the public regarding the mission and work of the Human Rights Commission.

Commissioner Bigalke commented regarding the practice of celebrating certain groups for an entire month and other groups for just a day. Background information was provided.

G. Review the 5-Year Plan and Discuss the Next Initiative(s) the HRC Will Undertake.

This item was not discussed, due to time constraints.

3. Public Comment

There was no public comment.

4. Adjournment

The workshop adjourned at 7:49 p.m.