



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, March 26, 2026, 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. [Join the meeting via Webex here](#) and type in the password 2026. To join via telephone, please dial (415) 655-0001. Enter access code 2556 909 5784 and password 2026 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. Approval of Minutes

6.A. One Motion to Approve October 23, 2025, Workshop Minutes, and Special Meeting, January 22, 2026, Regular Meeting and February 26, 2026, Workshop Minutes

7. Presentations

8. 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.

9. Motions & General Business

- 9.A. Motion to Approve Publishing the Human Resource Connection in the Next Utility Bill.
- 9.B. Choose the Next Project to Work on for the HRC Commissioners.
- 9.B.1. Motion to Approve Project.

10. Communication Items

- 10.A. Finance Report
- 10.B. Commissioner Comments
- 10.C. What's Happening in the Community
- 10.D. Review the Human Rights Commission 5-Year Plan with Commissioners.

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
Workshop
City Council Chambers,
October 23, 2025**

Members Present: Chair Beth Breeden, Skog Featherstone, Gabrielle Magill, Joe Bigalke, Kim Hudson (arrived at 6:02 p.m.)

Members Absent: All members in attendance.

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

1. Roll Call

Chair Beth Breeden called the meeting to order at 6:00 p.m.

2. Workshop Items

Discussion about 2025 Amos Owen Nominations

Commissioner Skog Featherstone stated that the Commission presented all nominees to the committee, but the last Human Rights Commission meeting was not recorded; therefore, voting didn't count.

Commissioner Kim Hudson noted that Kathy stated the Commission had already voted.

Commissioner Skog Featherstone stated that it was because other Commissioners were under the impression that there was an actual vote.

Commissioner Kim Hudson clarified that Kathy specifically stated that the Commission had picked candidates already, and Kathy noted her power to choose, but due to the fact that they are voting again this evening, she will move past the incident.

Staff Liaison Cara Kvanbek discussed nomination criteria, nominees, and the voting procedure.

Commissioner Kim Hudson asked if the subcommittee had the capability to choose the nominee. Commissioner Skog Featherstone stated yes.

Commissioner Kim Hudson stated the Commission has not done that in the past. Commissioner Skog Featherstone stated that it is at the discretion of the subcommittee.

Commissioner Kim Hudson asked Chair Beth Breeden if bringing forth nominees has typically gone like this in the past. Chair Beth Breeden stated that it has changed through the years.

Staff Liaison Cara Kvanbek asked if there was any desired discussion in the workshop beforehand. Chair Beth Breeden stated she feels conflicted about whom to choose because there are many outstanding nominees.

Commissioner Kim Hudson stated that she does not feel a nominee affiliated with an organization should be selected. She noted that in the future, she would like information regarding whether a nominee lives and works in the community.

Chair Beth Breeden echoed the sentiments shared by Commissioner Kim Hudson related to the nominee being a part of the community.

Staff Liaison Cara Kvanbek stated the application would be a good discussion to have at a future workshop.

Commissioner Skog Featherstone stated that reviewing the application would be an appropriate task for a subcommittee.

Chair Beth Breeden stated it would be good to pull archives of the Amos Award and noted her agreement with Commissioner Kim Hudson to not choose a nominee related to an organization.

Commissioner Kim Hudson apologized for going off-topic, but didn't want to forget to inform the Commission that she spoke with the African-American teacher, who stated that she is hesitant about the matter but is taking it under consideration. Commissioner Kim Hudson noted some suggestions that were made to help make her more comfortable.

3. Adjournment

Chair Beth Breeden adjourned the meeting at 6:19 p.m.

**Red Wing Human Rights Commission
Special Meeting
City Council Chambers
October 23, 2025**

Members Present: Chair Beth Breeden; Commissioners Joe Bigalke, Gabrielle Magill, Skog Featherstone, and Kim Hudson

Members Absent: All members in attendance

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

1. Call to Order

Chair Beth Breeden called the meeting to order at 6:30 p.m.

2. Pledge of Allegiance

Chair Beth Breeden led the recitation of the Pledge of Allegiance.

3. HRC Mission Statement

The Human Rights Commission read the HRC Mission Statement.

4. Roll Call

Roll call was conducted. Chair Breeden; Commissioners Bigalke, Magill, Featherstone, and Hudson were in attendance.

5. Approval of Agenda

A motion was made by Chair Beth Breeden, seconded by Commissioner Gabrielle Magill, to approve the agenda as drafted. A vote was conducted, and the motion carried unanimously by a vote of 5:0.

6. Approval of Minutes

A. Motion to Approve Minutes.

1. One Motion to Approve July 24, 2025, and August 28, 2025, Minutes.

A motion was made by Chair Beth Breeden, seconded by Commissioner Skog Featherstone to approve the minutes as drafted. A vote was conducted, and the motion carried unanimously by a vote of 5:0.

7. Public Comment

Chair Lickness Holmes reviewed the public comment procedure.

Amber Plank, Ward 4, Red Wing, stated she is concerned about the direction of Red Wing due to seeing and experiencing racist behavior, prejudiced remarks, discrimination, and threats in schools. She called on the Human Rights Commission to speak up.

Amber Plank, Ward 4, Red Wing, stated that transparency, integrity, and accountability are values that should define the Human Rights Commission (HRC). She expressed concern that the lack of these qualities in the selection process for the Amos Owen Award undermines his legacy. She noted that her data request indicated the meeting to choose the award recipient had been cancelled; however, Commissioners proceeded to discuss and vote on nominees, with only part of the meeting recorded. She called on the HRC to release the full record of that meeting and urged Gary to review the stack of HRC applications that have been pending on his desk for several months.

8. Motions & General Business

A. Finance Report.

Staff Liaison Kvanbek reviewed the 2025 HRC budget balance and 2024 expenditures.

Chair Beth Breeden asked whether the funds used for the Juneteenth event, carried over from the previous year, would need to be returned. Cara stated that the funds do not need to be returned at this time, but she will confirm with the Finance Department and provide an update.

B. One Motion to Approve 8x10 Walnut Plaque Costs \$55.00, and the Cost of Miscellaneous Items for the Amos Owen Award Presentation.

Staff Liaison Kvanbek discussed the need for a specified amount for the miscellaneous costs.

Chair Beth Breeden would like to separate the motions and be more transparent regarding the miscellaneous costs.

A motion was made by Chair Beth Breeden to approve the 8x10 Walnut Plaque, Costs \$55.00 for the Amos Owen Award Presentation. The motion was seconded by Commissioner Kim Hudson, a vote was conducted, and the motion carried unanimously by a vote of 5:0.

Chair Beth Breeden noted she would like to put \$50.00 towards the napkins, beverages, and cups.

Commissioner Kim Hudson asked if \$50.00 would be enough.

Commissioner Skog Featherstone noted that during a past workshop session, the HRC discussed utilizing any leftover supplies the City could provide and asked Staff Liaison Kvanbek if she had checked on that. Staff Liaison Kvanbek responded that she had not yet done so, but mentioned that last year she had picked up cups. She added that the City could likely provide napkins and the coffee urn, but she would need to confirm the availability of coffee.

Commissioner Skog Featherstone further noted that for any items the City cannot provide, the HRC would request a donation from Family Fare. If a donation is not

possible, the HRC had previously discussed allocating up to \$150.00 for those expenses.

A motion was made by Commissioner Skog Featherstone to approve the Cost of Miscellaneous Items to include napkins, cups, and beverages up to \$50.00 for the Amos Owen Award Presentation. Upon call of the roll, Commissioners Breeden, Bigalke, Magill, Featherstone, and Hudson voted aye; no nay. Five ayes; no nays; motion carried.

C. Motion to Choose and Pay for the Cake from Family Fare or Cakeability for the Amos Owen Award Ceremony.

Commissioner Gabrielle Magill asked if the Commission wants to utilize Family Fare over Cakeability.

Commissioner Kim Hudson asked if one cake would be enough. Staff Liaison Kvanbek stated that last year, there was leftover cake and they had filled the entire room.

Commissioner Skog Featherstone noted that during a previous HRC meeting, they discussed Family Fare's contributions to the community, mentioned that the Commissioners had enjoyed cake from there before, and acknowledged that the store offers good prices. She asked Staff Liaison Kvanbek if she knew the pricing. Staff Liaison Kvanbek stated she believes it was \$50.00 or less.

Chair Beth Breeden stated she recently got a half-sheet, but by the time it was decorated, the cost was approximately \$80.00.

Staff Liaison Kvanbek informed the Commission that they can donate a certain amount towards the cake in their motion.

A motion was made by Commissioner Kim Hudson, seconded by Commissioner Skog Featherstone to approve the Cost of Cake up to \$100.00 from Family Fare for the Amos Owen Award Ceremony. Upon call of the roll, Commissioners Breeden, Bigalke, Magill, Featherstone, and Hudson voted aye; no nay. Five ayes; no nays; motion carried.

D. Motion to Select and Approve the Recipient of the Amos Owen Award.

Chair Beth Breeden stated the City received four new submissions, as well as one submission from the previous year.

Staff Liaison Kvanbek stated she would give the Commissioners time to score nominees, and then she would collect score cards.

Commissioner Kim Hudson asked about scoring. Staff Liaison Kvanbek clarified how voting works.

Commissioner Kim Hudson asked if Staff Liaison Kvanbek could do the scoring tonight. Staff Liaison Kvanbek stated she would like to bring them back to her office, where she would have a calculator in front of her and could complete them more thoughtfully. Additionally, she would like to talk with the nominee and see if they would like to accept the award.

9. Communication Items

A. Commissioner Comments.

Commissioner Kim Hudson expressed frustration that the Commission does not respond to public comments, stating that it feels as though the feedback goes unheard and that this lack of response does not serve the community well. Additionally, she noted that she has seen feedback acknowledged in the past.

Commissioner Skog Featherstone asked if Staff Liaison Kvanbek had feedback on whether that was an actual rule. Staff Liaison Kvanbek stated she would follow up with Staff, but based on her understanding, the Commissioners do not respond.

Commissioner Kim Hudson noted the differences between the Commission and City Council and emphasized that the Commission can always do better.

Commissioner Skog Featherstone noted that many members are new and still learning. She also addressed the confusion surrounding the Amos Owen Award, emphasizing the thought and time Commissioners dedicated to their selections, and highlighted the HRC's high aspirations for the future.

B. What's Happening in the Community.

Chair Beth Breeden noted the Trunk or Treat happening on Saturday.

10. Adjournment

Chair Beth Breeden adjourned the meeting at 7:16 p.m.

**Red Wing Human Rights Commission
Regular Meeting
City Council Chambers
February 26, 2026**

Members Present: Chair Beth Breeden; Commissioners Gabrielle Magill, Bobbie Christen, Addyson Carpenter

Members Absent: Joe Bigalke (Excused)

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

1. Roll Call

Chair Beth Breeden called the meeting to order at 6:00 p.m.

2. Workshop Items

A. *Discuss HRC Sub-Committees and Choose the Next Project(s).*

Chair Breeden asked if anyone had questions or thoughts about what they'd like to do.

Commissioner Christen asked how the Sub-Committees have been split in the past. Chair Breeden provided a brief overview of each Sub-Committee, along with Commission commitments.

Staff Liaison Kvanbek discussed what Human Rights Resource Connection is.

Chair Breeden further provided overviews of Sub-Committees along with Commission commitments.

Staff Liaison Kvanbek stated that with a limited number of Commissioners, the goal is to pick something and do it well. She noted the Amos Owens award is a set commitment.

Commissioner Christen stated that her husband is on the Board of the Alluvial Military Museum and mentioned holding a Holocaust Remembrance Day in collaboration with the museum. Chair Beth Breeden noted a Holocaust Remembrance Event that the City held approximately five years ago, which was well-received by the community.

Commissioner Carpenter discussed her disability partnerships and upcoming changes.

Staff Liaison Kvanbek stated that if Commissioner Carpenter has anyone who would like to speak to the group, the Council can set aside time during a regular meeting. Chair Breeden commented that Commissioner Carpenter could also create a

presentation.

Staff Liaison Kvanbek stated that this is a working list and the Commission can add things as they see fit.

Commissioner Christen commented that the City has a lot of programs already in place for Veterans Day and Memorial Day. Chair Breeden discussed what the City typically does in honor of Veterans Day. Commissioner Christen stated she was unfortunately not going to be able to participate in Memorial Day as she'd be out of town, but she would still be a good resource during planning and preparation.

Council Liaison Norton stated that the Council voted to remove Council Liaisons from Boards and Commissions that do not have decision-making authority.

Chair Breeden noted that she watched the Council Meeting and was under the assumption that Council Liaison Norton would remain a Liaison as the Commission votes. Council Liaison Norton stated that the only two Commissions that will continue to have Liaisons are the HRA and Port Authority.

Council Liaison Norton commented that she doesn't know what her role will look like going forward. Chair Breeden noted that the Council is still able to advise, and there will still be communication. Council Liaison Norton affirmed this statement.

Council Liaison Norton stated that Chair Breeden or Staff Liaison Kvanbek are welcome to invite her or reach out if Council input is desired.

Staff Liaison Kvanbek stated that Council Liaison Norton's guidance has been invaluable to her.

Council Liaison Norton asked if they'd like her to stay for the rest of the Workshop. Staff Liaison Kvanbek stated the Commission will mostly be discussing their next project.

Council Liaison Norton presented the idea of having a community conversation. She stated that hiring a consultant may be a good approach. She noted that she is not giving direction, but an idea to contemplate. She also noted that the City Engagement Specialist is looking into the communication Policy regarding recognizing and honoring special days and months throughout the year.

Council Liaison Norton stated she would continue to do anything she could to support the Commission before leaving.

Commissioner Christen asked how many Commission positions are open. Staff Liaison Kvanbek stated there are currently two open positions.

Staff Liaison Kvanbek stated that the Commission could have the Human Rights Resource Connection flyer put into the utility bill, as it is relatively low-cost.

Commissioner Christen voiced support for that idea.

Chair Breeden discussed how the Commission could divide Sub-Committees and projects.

Commissioner Christen noted she can head Holocaust Remembrance Day. Commissioner Carpenter stated she would help.

Staff Liaison Kvanbek noted they could partner with the Library or City Hall to show the display.

Chair Breeden stated she would like to work on MLK Day. She also discussed human trafficking awareness month in January and noted past organizations that have done presentations for the City.

Staff Liaison Kvanbek noted that January is a voting meeting and the Commission can bring in someone to do a presentation, but communication with the organization will need to happen ahead of time.

Chair Breeden asked if there was anything any Commissioners wanted to bring forward for January. Commissioners stated no.

Chair Breeden stated the next month for discussion is February and noted the suggestions of Black History Month and Presidents' Day.

Commissioner Christen asked what is typically done for Black History Month in the community. Chair Breeden noted that school involvement, speaking engagements, MLK breakfast, and a library event have all occurred in the past.

Staff Liaison Kvanbek noted that in the past, there have been teachers who were on the HRC, which made some of that coordinating more feasible.

Commissioner Magill noted that Trey Moore is the head of the Black Student Union (BSU).

Chair Breeden stated that last year, the Commission partnered with the History Center, and BSU students put on a large event.

Commissioner Christen noted that when she was in high school, the announcements would spotlight little-known pieces of black history and stated that the HRC could back something similar.

Chair Breeden discussed other Black History Month events and projects the HRC has done. She noted she would like to be on the Black History Month Sub-Committee and asked if any other Commissioners would like to be a part of it.

Commissioner Christen asked if this was for next year. Staff Liaison Kvanbek stated

that it would be necessary. Commissioner Christen noted that she would assist.

Chair Breeden asked Commissioner Magill if any Sub-Committees stood out to her. Commissioner Magill stated no and that she was tired.

Chair Breeden asked if anyone wanted to do Presidents' Day. Chair Breeden noted that March is Women's History Month and discussed what was done in the past.

Chair Breeden asked if anyone wanted to do Development Ability Awareness Month. Commissioner Carpenter stated she would do that and discussed some autism centers in Red Wing she would like to connect with.

Chair Breeden stated Commissioner Bigalke had an interest in that Sub-Committee and asked for an email to be sent to ask if that is still the case. Staff Liaison Kvanbek noted she could send him an email.

Chair Breeden discussed April opportunities as Asian American Heritage, Native Hawaiian Heritage, and Autism Awareness. She asked if Commissioner Carpenter would be interested in merging Autism Awareness with Developmental Disability Awareness Month. Commissioner Carpenter stated she will do them separately.

Chair Breeden asked about Memorial Day in May, noting Commissioner Christen's prior interest. Commissioner Christen stated she will not be around on Memorial Day.

Commissioner Magill asked if these are commitments or if Commissioners can bring them back up later, closer to the time period. Staff Liaison Kvanbek stated they need to vote on it as a group. Chair Breeden stated they also need to be mindful that they vote on money and, therefore, need to plan.

Staff Liaison Kvanbek stated the HRC can table at PRIDE if they'd like to.

Chair Breeden asked if any Commissioners want to run the table at PRIDE. Commissioner Christen stated she can't make that commitment at this time.

Commissioner Christen asked if an organizer could come and talk to the Commission. Chair Breeden asked if they could invite Ms. Randall to speak. Staff Liaison Kvanbek stated she could invite her to the May meeting. Chair Breeden noted they should invite her earlier in case the Commission would like to donate money.

Staff Liaison Kvanbek stated that having a table at the event is a better approach and noted the rules surrounding donations.

Commissioner Christen voiced her concern regarding donating money to different organizations.

Commissioner Christen asked about tabling for Juneteenth. Chair Breeden noted the Commission's history with Juneteenth.

Commissioner Christen asked for guidance on Juneteenth if she were to take it on. Chair Breeden stated she would need to communicate with BSU, as they have headed the event the last two years. Staff Liaison Kvanbek stated that first, she needs to communicate with the Staff and will then reach out to Commissioner Christen.

Chair Breeden discussed Independence Day and fireworks.

Staff Liaison Kvanbek stated the Commission needs to start preparing for the Amos Owens Award in June.

Chair Breeden discussed July and August events.

Commissioner Magill noted the Police Department's involvement in National Night Out.

Commissioner Carpenter stated she can do Suicide Prevention Awareness in September.

Chair Breeden would like to see the promotion of Black businesses. Staff Liaison Kvanbek stated Chair Breeden could reach out to Courtney regarding that.

Chair Breeden discussed the Hispanic Festival. Commissioner Christen noted that it is pretty established, but the Commission could reach out regarding a table.

Commissioner Magill asked about providing them time to speak at a meeting to get the event information out. Chair Breeden discussed their coming to speak in the past and how HRC has contributed to the festival.

Commissioner Carpenter stated again that she can do Suicide Prevention Awareness in September. Commissioner Magill stated that she can help. Chair Breeden stated she would also like to assist.

Staff Liaison Kvanbek stated that, in regard to the project, it would be beneficial to update the website information.

Chair Breeden discussed the Amos Owens Award.

Chair Breeden discussed the October events.

Commissioner Christen asked what Employee Awareness is. Staff Liaison Kvanbek noted it is important to understand your rights as an employee.

Chair Breeden discussed Mental Illness Awareness, Domestic Violence Awareness,

and Dyslexia Awareness.

Commissioner Christen asked what the City has done in the past for Dyslexia Awareness. Staff Liaison Kvanbek stated that this is new.

Commissioner Christen noted the Commissioner could collaborate with the school district regarding Bullying Awareness.

Staff Liaison Kvanbek highlighted that the Commission can also just bring it up in regular meetings for awareness.

Chair Breeden discussed November events.

Staff Liaison Kvanbek discussed having a community awareness section in the agenda.

Chair Breeden discussed December events.

Staff Liaison Kvanbek stated that she will send out a link to a video about the Universal Declaration of Human Rights.

B. Distribute New Human Rights Resource Connection Flyer.

C. Human Rights Resource Connection Update for 2025 and 2026.

Staff Liaison Kvanbek stated that one call was received last year. She distributed the updated flyer and asked Commissioners to share it within the community.

Chair Breeden asked for Staff Liaison Kvanbek to share the five-year plan with the new Commissioners. Staff Liaison Kvanbek stated she would email it to them.

Commissioner Christen asked about the Human Rights Resource Center. Staff Liaison Kvanbek stated the Human Rights Resource Center is really all of them and discussed putting it in the utility bill.

Commissioner Christen asked if Native American Heritage Month is wrapped into the Ames Owens Award. Chair Breeden stated it was this past year.

Chair Breeden highlighted that the interest expressed this evening does not lock Commissioners into place, and she expects new events to come forward.

Commissioner Christen expressed confusion related to commitments to planning events. Chair Breeden clarified that the meeting is to gauge interest, but understands that plans sometimes change or new event ideas arise.

3. Adjournment

Chair Beth Breeden adjourned the meeting at 7:29 p.m.

**Red Wing Human Rights Commission
Regular Meeting
City Council Chambers
January 22, 2026**

Members Present: Chair Beth Breeden; Commissioners Joe Bigalke, Gabrielle Magill, Bobbie Christen

Members Absent: None

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

1. Call to Order

Chair Breeden called the meeting to order at 6:05 p.m.

2. Pledge of Allegiance

Chair Breeden led the recitation of the Pledge of Allegiance.

3. HRC Mission Statement

All Commissioners read the HRC Mission Statement.

4. Roll Call

Roll call was conducted. Chair Beth Breeden; Commissioners Joe Bigalke, Gabrielle Magill, and Bobbie Christen were in attendance.

5. Approval of Agenda

A motion was made by Commissioner Magill, seconded by Commissioner Bigalke, to approve the agenda. A vote was conducted, and the motion carried unanimously by a vote of 4:0.

6. Swearing in of New Commissioner(s) Beth Breeden

Council Liaison Norton swore in Commissioner Beth Breeden for a second term.

7. Election of Officers

A. Election of Chairperson for 2026.

Staff Liaison Kvanbek reviewed the nomination process with Commissioners and opened the nominations for Chairperson.

Commissioner Magill nominated Chair Breeden for 2026 Chairperson.

A motion was made by Commissioner Christen, seconded by Commissioner Bigalke, to approve Beth Breeden as the 2026 Chairperson. A vote was conducted, and the motion carried unanimously by a vote of 4:0.

B. Election of Vice Chairperson for 2026.

Staff Liaison Kvanbek reviewed the nomination process with Commissioners and opened the nominations for Vice Chairperson.

Chair Breeden noted this was a hard decision as she feels all Commissioners would be qualified.

Commissioner Christen asked if she could abstain from the role as she feels she hasn't been on the Commission long enough to perform the function of Vice Chair.

Commissioner Magill stated she doesn't feel that she has the time to take on the role.

Staff Liaison Kvanbek noted the functions of the Vice Chair.

Council Liaison Norton noted that if the body grows, a re-election can occur.

Commissioner Magill reiterated her hesitancy to take on the role, but stated she can if needed.

Commissioner Christen asked if she could nominate Commissioner Bigalke. Commissioner Bigalke stated he would like to abstain as well and noted he would not feel comfortable leading the meetings.

Chair Breeden nominated Commissioner Magill for 2026 Vice Chairperson.

A motion was made by Chair Breeden, seconded by Commissioner Bigalke, to approve Gabrielle Magill as the 2026 Vice Chairperson. A vote was conducted, and the motion carried unanimously by a vote of 4:0.

C. Election of Pro-Tem for 2026.

Staff Liaison Kvanbek noted that a nomination for Pro-Tem is not necessary, but stated the Commission is welcome to elect a Pro-Tem if desired.

A motion was made by Commissioner Christen, seconded by Chair Breeden, to approve Bobbie Christen as the 2026 Pro-Tem. A vote was conducted, and the motion carried unanimously by a vote of 4:0.

8. Approval of Minutes

A. Motion to Approve November 20, 2025, Meeting Minutes.

A motion was made by Commissioner Magill, seconded by Commissioner Bigalke, to approve the November 20, 2025, Meeting Minutes. A vote was conducted, and the motion carried unanimously by a vote of 4:0.

9. Public Comment

Chair Breeden reviewed the public comment procedure.

No one wished to address the Commission.

10. Motions & General Business

A. Motion to Adopt Rules of Order and Procedure for 2026.

A motion was made by Commissioner Bigalke, seconded by Commissioner Magill, to adopt the Rules of Order and Procedure for 2026. A vote was conducted, and the motion carried unanimously by a vote of 4:0.

B. Discuss 2026 Meeting Schedule.

Staff Liaison Kvanbek highlighted that two meetings were moved from the original scheduled dates due to holidays.

A motion was made by Commissioner Magill, seconded by Commissioner Christen, to approve the 2026 Meeting Schedule. A vote was conducted, and the motion carried unanimously by a vote of 4:0.

C. Review Subcommittees and Discuss the Next Project to Work on as a Group.

Chair Breeden noted that project committees meet in public so residents can join.

Staff Liaison Kvanbek clarified that the Commission does not need to notify her of project group meetings, but it is easier to meet in public spaces rather than private homes.

Chair Breeden asked which subcommittees Commissioners were interested in.

Commissioner Magill asked if subcommittees can be discussed at a future work session, where there is more time to discuss.

Chair Breeden asked if they could table the item.

A motion was made by Commissioner Magill, seconded by Commissioner Christen, to table the review of subcommittees. A vote was conducted, and the motion carried unanimously by a vote of 4:0.

11. Communication Items

A. Finance Report.

Staff Liaison Kvanbek stated the City Council has approved \$2,500 for 2026. She noted that unused 2025 funds were not encumbered into 2026, but the Commission can go to the City Council if more money is needed for a specific project. Staff Liaison Kvanbeck also stated that the City of Red Wing is changing phone systems and noted the Human Rights Resource line phone number will be changed as of February 2.

Council Liaison Norton suggested changing the flyer color so residents know if a flyer is current versus old.

Chair Breeden stated it would be beneficial to have an old flyer as an example in the packet brought to the next work session.

Staff Liaison Kvanbek detailed the changes to be made on the flyer and stated she will bring it back to the Council work session for approval.

Commissioner Magill asked for clarification regarding what the flyer is for. Staff Liaison Kvanbek stated it is for the Human Rights Resource Line.

B. Commissioner Comments.

Chair Breeden stated the website needs to be updated. Staff Liaison Kvanbek stated she will have the Staff look at it.

C. What's Happening in the Community.

Chair Beth Breeden noted that there will be events in February related to Black History Month.

12. Adjournment

Chair Breeden adjourned the meeting at 6:35 p.m.



How can YOU help combat discrimination?



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

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

Call 651-385-5111 | Email: humanrights@redwingmn.gov

Online resources: redwingmn.gov/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 651-385-5111 | Email: humanrights@redwingmn.gov

Recursos en línea: redwingmn.gov/hrrc

El cambio comienza contigo. Comienza con todos.

HRC Sub-Committees

The HRC has identified priorities in its 5-year plan to focus on for the year.
Below are the committees that will get the work done. Committees and members may change throughout the year, as needed or desired.

Pride Committee	
Purpose	Help promote Red Wing's annual PRIDE Celebration.
Timeframe	January – June
Responsibilities	Work as a team to plan the PRIDE event within its budget, work with potential community partners, help promote the event, host the event, and evaluate the celebration after it's finished. This committee can include community members and is not limited to just HRC members.
Commissioners	Lead: _____ Members: _____
Ideas	To table at the event, and have a speaker at the June meeting
Community Conversation	
Purpose	To work as a team to plan a series of community conversations in a safe, open environment that helps people understand one another more.
Timeframe	Ongoing
Responsibilities	Plan and host at least one to two conversations in 2024. The committee may consist of community members, as well.
Commissioners	Lead: _____ Members: _____
Ideas	Never ending table - Outside Facilitator
Promote the Human Rights Resource Connection	
Purpose	Create a strategy around promoting the City's Human Rights Resource Connection service to everyone in our community, including residents and visitors, and help promote the service.
Timeframe	Ongoing
Responsibilities	Strategize how to promote the Human Rights Resource Connection. It will also involve actions such as bringing posters around town and sharing the information with community groups and organizations
Commissioners	Lead: _____ Members: _____
Ideas	Advertise in the Utility Billing Flyer
Amos Owen Award Committee	
Purpose	To promote and choose the Amos Owen Award recipient
Timeframe	June through October/November 2025
Responsibilities	Promote the Amos Owen Award opportunity in the community, get out the applications, choose the winners based on the applications, and host a short reception before the City Council meeting where the winner is honored.
Application Open	2026 TBD
Commissioners	Moved to a blind vote by all HRC commissioners

HRC Sub-Committees

The HRC has identified priorities in its 5-year plan to focus on for the year.
Below are the committees that will get the work done. Committees and members may change throughout the year, as needed or desired.

Martin Luther King, Jr. Day Committee	
Purpose	Organize and host an MLK Day event
Timeframe	June through January
Responsibilities	Work as a team to plan the MLK Day event within a budget, work with potential community partners, help promote the event, host the event, and evaluate the event after it's finished. This committee can include community members and is not limited to just HRC members.
Commissioners	Lead: Members:
Idea: Presentation	
Black History Month Committee	
Purpose	Plan and organize one or more activities around Black History Month
Timeframe	
Responsibilities	Work as a team to plan activities for Black History Month in 2025; consider working with potential community partners. This committee can include community members and is not limited to just HRC members.
Commissioners	Lead: Members:
Idea: Work with the public Library on a display or other event	
Native American Heritage Month	
Purpose	Plan and organize one or more activities around Native American Heritage Month for November 2024.
Timeframe	May through September
Responsibilities	Work as a team to plan activities for Native American Heritage in 2024; consider working with potential community partners. This committee can include community members and is not limited to just HRC members.
Commissioners	Lead: Members:

HRC Sub-Committees

The HRC has identified priorities in its 5-year plan to focus on for the year. Below are the committees that will get the work done. Committees and members may change throughout the year, as needed or desired.

January

- MLK Jr. Day (Third Monday in January) [Beth Breeden](#)
- National Human Trafficking Awareness Month (January 26)
- Korean American Day (January 13)
- Holocaust Remembrance Day (January 27) [Bobbie Christen](#)

February

- Black History Month [Beth Breeden and Bobbi Christen](#)
- Presidents Day

March

- Women's History Month
- Developmental Abilities Awareness Month [Addyson Carpenter](#)

April

- Asian American Heritage
- Native Hawaiian Heritage
- Pacific Islander Heritage
- Autism Awareness [Addyson Carpenter](#)

May

- Asian American Heritage
- Pacific Islander Heritage
- Jewish American Heritage
- Memorial Day

June

- LGBTQIA 2S -Pride Month Table at the event
- Juneteenth

July

- US Independence Day(4th of July)
- National Disability Independence Day (July 26th). The Americans with Disabilities Act (ADA) was signed in 1990.

August

- National Night Out 2026
- Black Business, etc.

HRC Sub-Committees

The HRC has identified priorities in its 5-year plan to focus on for the year. Below are the committees that will get the work done. Committees and members may change throughout the year, as needed or desired.

September

- Hispanic Festival
- Suicide Prevention Awareness [Addyson Carpenter, Gabby Magill, and Beth Breeden](#)

October

- Amos Owen Award HRC (Hosts)
- Indigenous Peoples Month
- Disability Month [Addyson Carpenter, possible speaker](#)
- Employment Awareness
- Mental Illness Awareness
- Domestic Violence Awareness
- Dyslexia Awareness
- Bullying Prevention
- National Down Syndrome Awareness

November

- Veterans Day

December

- National Homeless Persons' Remembrance Day – First day of Winter
- UN General Assembly, on December 10, 1948, adopted the Universal Declaration of Human Rights

HRC Budget 2026

\$2,500.00	City Council Approved at the Beginning of 2026



**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.