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**CONNECTING
LEADERS
.....
CELEBRATING
COMMUNITY**



**JUNE 25-27
DULUTH**

**DULUTH ENTERTAINMENT
CONVENTION CENTER**

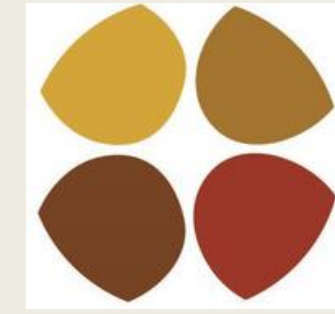
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City of Grand Rapids Human Rights Commission



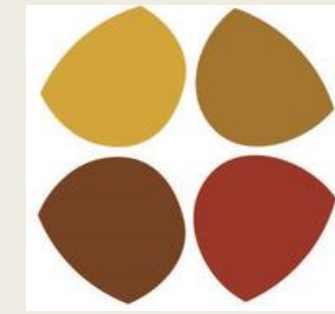
League of Minnesota Cities
Annual Meeting Duluth MN
June 27, 2025

About our HRC



CITY OF
GRAND RAPIDS
IT'S IN MINNESOTA'S NATURE

- Established by city ordinance passed May 24, 2004
 - Updated in April 2009 and in 2013
- Intended to represent the “broad spectrum of the citizens of the city”
- Nine commissioners
 - City Council Rep
 - Assigned administrative staff and City staff liaison
- Annual budget (\$7,500)

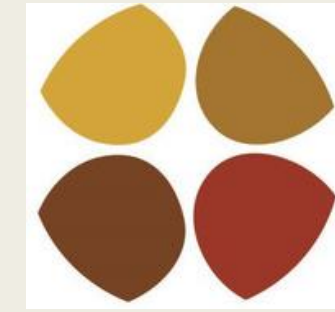


CITY OF
GRAND RAPIDS
IT'S IN MINNESOTA'S NATURE

Purpose and Duties

- Administer rules of city and state
- Assess community needs and make recommendations to city council
- Cooperate with other groups
- Forward all complaints to the State - not an investigative body
- Conduct public information meetings
- Collect data and evaluate low income & minority conditions
- Can seek outside funding
 - Primarily partner with other groups/commissions to support mutual activities

HRC Activities



CITY OF
GRAND RAPIDS
IT'S IN MINNESOTA'S NATURE

- Work Plan
- Work Groups
- Juneteenth
- Pride Day (support)
- Indigenous People's Day (est 2014)
- Partner with ISD 318 - Human Rights Awareness Day

The City of Grand Rapids Human Rights Commission made 10 presentations about the United Nations' Universal Declaration of Human Rights in March 2023 to approximately 250 students 9th grade students. Some students provided responses that were summarized:

- *“I knew about the freedom of life, speech, and the ‘basic’ rights. I was shocked at how in depth some rights go.”*
- *“I knew a good chunk of the rights because a lot is in the news...”*
- *“I knew about rights like access to education and right to equality. I was surprised that there is a right to rest and leisure.”*

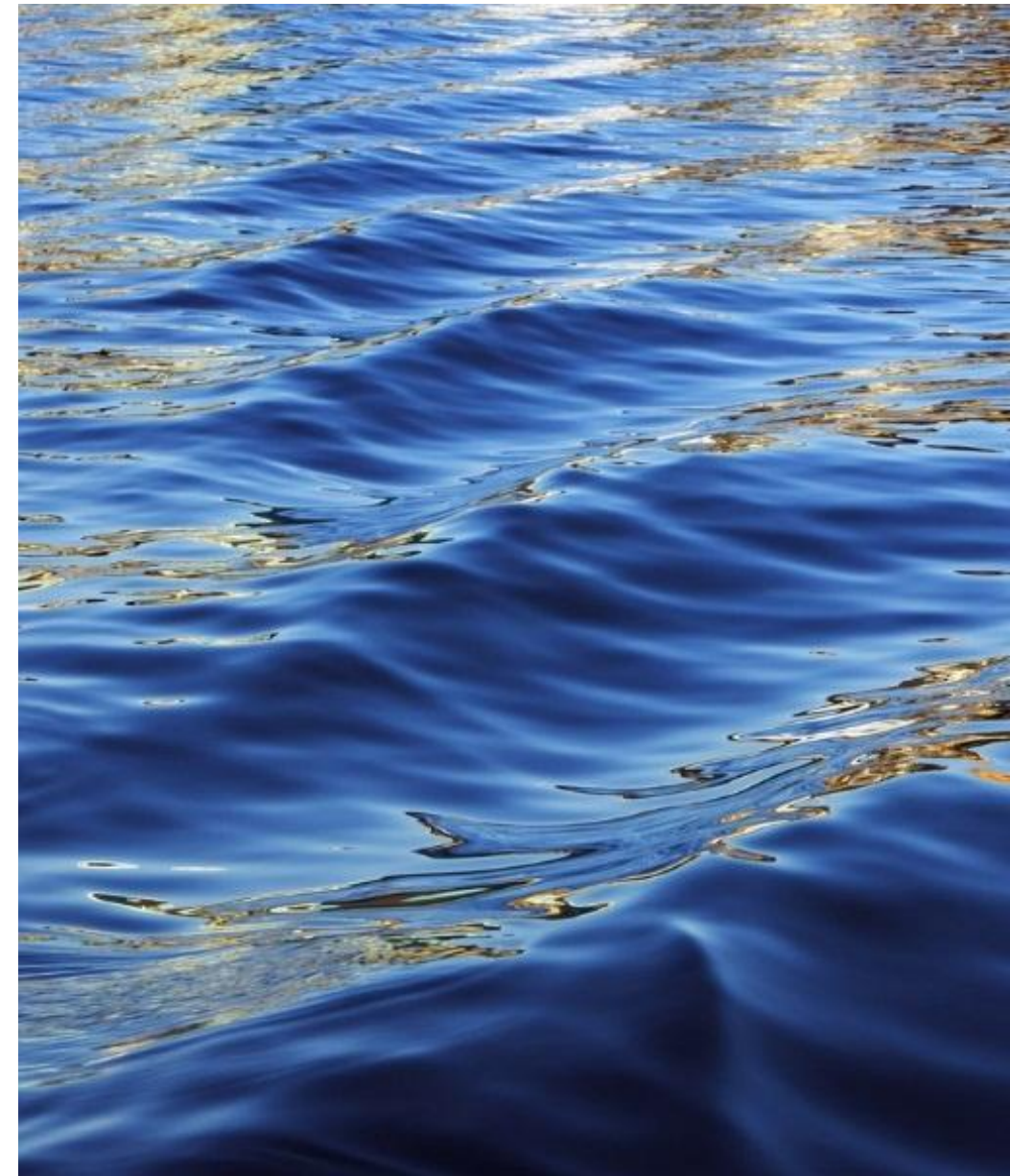
Nearly all students shared that they did not think everyone in the US nor in the World can exercise or has access to all the rights listed in the Universal Declaration of Human Rights.

- *“I don’t think a lot of people fully enjoy complete rights because a lot of stuff probably goes under their noses.”*
- *“I don’t think people all have the same rights. Some people don’t have the right to education.”*




City of New Brighton Equity Commission


Hue Schlieu, DEI Coordinator
LMC Conference | June 27, 2025



About

- **Origination**
 - 2017 – Inclusive Community Task Force was formed with staff and residents
 - 2019 – ICTF submitted a report of learnings and recommendations
 - 2021 – Chartered by City Ordinance
 - **Composition**
 - 8 Adult Commissioners
 - 1 Student Commissioner
 - 1 City Council Liaison – non-voting member
 - 1 Staff Liaison – non-voting member
 - **Purpose and Duties**
 - Advise Council on matters related to equity
 - Advocate for equitable City policies, practices, and programs
 - **Compensation**
 - Commissioner compensation is currently being explored by the City Council
- 

Self-Identified Goals

- Be a resource and sounding board for the community.
 - Provide insight to the City Council
 - Hold conversations and be proactive on some of the issues that may arise in the community
 - Learn what inequities were in the community
 - Be patient and thoughtful
 - Engage the youth in the community to amplify their voices
 - Be champions for the great City of New Brighton
 - Be respectful, while collaborating and learning from each other
 - Align work with Council Strategic Priorities
- 

Equity Commission Pillars

- **Influence**
 - Policies
 - Programs
 - Practices
 - **Education**
 - City operations
 - City-impacted topics
 - Personal development on equity-related topics
 - **Service**
 - Increase community engagement
 - Connect with residents and community members
 - Be present at City events
- 

Highlights


- **Influence**

- Just Deeds Coalition
- Cannabis Public Use
- Housing Policies (Short-term rentals, Accessory Dwelling Units, Affordability)
- Equity Strategic Action Plan
- Native Community
- Collection and Usage of Data

- **Education**

- Hosted Commissioner Forum to inspire cross-city learning and collaboration

- **Service**

- Attended Dakota Sacred Sites Tour
 - Volunteered at Farmers Markets
 - Attended Community Iftars
- 

Savage Equity Commission

Chris Swanson , Assistant City Administrator
LMC Conference | June 27, 2025





Racial Equity, Diversity, and Inclusion Task Force

- In 2019, the city held conversations to unite community members and leaders in addressing local race-related challenges.
- Led to the creating of the Racial Equity, Diversity, and Inclusion Task Force in 2021
- The REDI Task Force led to the creation of the Community Equity Commission (CEC) and identified 5 areas of focus.
- Major areas of focus
 - 1. Community Experience
 - 2. Sense of Safety
 - 3. Diverse Representation at all levels of the City
 - 4. Connection to Community
 - 5. Support to BIPOC Businesses





Community Equity Commission

- Created end of 2022
- Advises the City Council on diversity, equity, and inclusion strategies which strengthen relationships among historically under-represented populations in local government including by not limited to ethnicity, race, age, gender, faith, sexual orientation, or nationality.
- CEC reviews city practices, policies, and procedures to provide recommendations around equity, inclusion, and engagement.
- Composition
 - 7 Adult Commissioners
 - 2 Alternates Commissioner (may include youth commissioners)
 - 1 Staff Liaison – non-voting member





Highlights

- **Influence**

- Cannabis Public Use
- Review and provided input on downtown redevelopment plan
- Review and provide input on zoning code update
- Installed land acknowledgments at city facilities
- Collection and Usage of Data
- Help in the interviews for a new police chief.
 - Have been involved in most PD hiring panels in 2025
- Created and proclamation and public display of flags policy later adopted by council

- **Education**

- Juneteenth Celebration
- MLK essay and poetry contest (60+ submittals!)

- **Service**

- Volunteered at Farmers Markets for Welcome Week



THANK YOU!





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