

EDEN PRAIRIE HUMAN RIGHTS & DIVERSITY COMMISSION

THURSDAY NOVEMBER 14, 2024 7:00 PM, EDEN PRAIRIE CITY CENTER
Heritage Rooms 3 & 4

COMMISSION MEMBERS: Gregory Leeper, Chair; Asad Aliweyd, Shana Bates, Zaheer Khan, Jody Knight, Jessica Oaxaca, Brenda Pfahl, Savannah Riese, Kuhu Singh, Philip Skeie, John Urbanski, Susan Weaver

STUDENT COMMISSION MEMBERS: Jude Lambal, Ayanna Arora, Kayna Aneja, Alisha Shah, Melody Li, Swara Halbe, Tamia Hassan, Zahara Umar

COMMISSION STAFF: Paja Xiong, Community Services Manager & Staff Liaison

- I. CALL TO ORDER/ROLL CALL**
- II. INTRODUCTION OF GUESTS - NONE**
- III. APPROVAL OF AGENDA**
- IV. APPROVAL OF OCTOBER MEETING MINUTES**
- V. COMMUNITY PRESENTATION - NONE**
- VI. OLD BUSINESS**
 - A. 2025 DRAFT WORK PLAN PREPARATION – 7:00 pm-8:15 pm**
 - 1. FINISH DRAFT WORKPLAN – 7:00 pm-8:00 pm**
 - 2. SUBCOMMITTEES – 8:00 pm-8:15 pm**
- VII. NEW BUSINESS**
 - A. PREPARATION FOR HR PRESENTATION – 8:15-8:30 pm**
- IX. NEXT MEETING: DECEMBER 12, 2024**
- X. ADJOURNMENT – 8:30 pm**

Human Rights and Diversity Commission Work Plan 2025

Objective/Focus Area	Purpose	Activities	Speakers	Target Time
Commission	Orient and welcome new Commissioners.	<ol style="list-style-type: none"> 1. Commissioners 2. Student Representatives 		<ol style="list-style-type: none"> 1. April 1 (Term begins) & March 31 (Term ends) 2. August (orientation) & May (end of term)
Continuing HRDC Education	Educate Commissioners on diversity, equity, and inclusion topics.	Achieved through speaker sessions at HRDC meetings.	<ol style="list-style-type: none"> 1. Training on Foundational language of DEI 2. Inviting a speaker or organization to speak about the LGBTQ experience/community. 	<ol style="list-style-type: none"> 1. December 2024 2. Ex: Quarter 2
Community Experience	<p>Increase understanding of the LGBTQ experience in Eden Prairie.</p> <p>Increase understanding of BIPOC youth experience in Eden Prairie.</p> <p>Increase community experience by attending intentional community events.</p>	<ol style="list-style-type: none"> 1. Attend community events in Eden Prairie to create informal a community conversation with the community. 2. Plan a community conversation with the LGBTQ+ community to explore community engagement opportunities. 3. Plan a community conversation with BIPOC Youth to explore community engagement opportunities. 4. <i>Human Rights Award</i> 5. <i>People Fest</i> 6. <i>Party for Pride</i> 7. <i>Iftar</i> 	<ol style="list-style-type: none"> 1. Inviting a speaker or organization to speak about the LGBTQ experience/community. 2. 	<ol style="list-style-type: none"> 1. Ex. Quarter 2 2. Ex. Quarter 3

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<p>Developing Future Leaders</p>	<p>Increase engagement with BIPOC youth in Eden Prairie.</p>	<ol style="list-style-type: none"> 1. Words in Action 2. Engage with school clubs to market HRDC to BIPOC youth. 3. Create a community conversation with BIPOC youth to learn about their experience in Eden Prairie. 	<ol style="list-style-type: none"> 1. Invite Dare2Be Real to come speak at a HRDC meeting. 	<ol style="list-style-type: none"> 1. Ex Quarter 1 2. Ex Quarter 2 3. Ex Quarter 4
<p>Administrative Tasks</p>	<p>Standing tasks of the HRDC.</p>	<ol style="list-style-type: none"> 1. Work Plan presentation to the Council 2. Board and Commission Awards Banquet 3. <i>Human Rights Award</i> 4. <i>Words in Action</i> 5. <i>People Fest</i> 6. <i>Party for Pride</i> 7. <i>Iftar</i> 		<ol style="list-style-type: none"> 1. January 2025 2. November & December 3. February-May 4. January-February 5. August 2025 6. June 2025 7. March 2025

Human Rights and Diversity Commission Work Plan 2025

<i>FOCUS AREA(S)</i>	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE
Commission					<i>End of term for student commissioners</i>	
Continuing HRDC Education	Prepare questions for city report Dare2be Real or Equity Advisory Council	City Report		Prepare questions for city report LGBTQ Speaker/Organization	City Report	
Community Experience		1. <i>Human Rights Award promotion Kick-Off</i> 2.	<i>Advertise HRA</i>	<i>HRA recipient(s) selected at meeting</i> Plan a community conversation for LGBTQ community	<i>HRA Award presented at Council Meeting</i> Plan community conversation for LGBTQ community	1. <i>Party for Pride</i> 2. <i>Host a community conversation for LGBTQ community</i>
Developing Future Leaders	Plan a community conversation with BIPOC Youth	<i>Words in Action Contest Kick-Off</i> Host a community conversation for BIPOC Youth	<i>Words in Action Recipients recognized at City Council Meeting</i> Debrief community conversation for BIPOC Youth	Engage with EPHS groups		
<i>FOCUS AREA(S)</i>	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
Commission	<i>Presentation to council</i>	<i>Orientation for new student commissioners</i>	<i>New student commissioners</i>		<i>2026 Work Plan</i>	<i>2026 Work Plan</i> <i>Board & Commission Awards Banquet</i>
Continuing HRDC Education	Prepare questions for city report	City Report	Prepare questions for city report	City Report		
Community Experience	1. <i>PeopleFest planning</i> 2. <i>Debrief community conversation with LGBTQ community</i>	1. <i>People Fest Party</i> 2.	<i>Debrief People Fest Party</i>			
Developing Future Leaders						

HRDC Subcommittee Summary

Human Rights Award Application Subcommittee

Purpose: Human Rights Award Subcommittee's main purpose is to review the Human Rights Award (HRA) application questions and give recommendations on any updates or edits to make the application more well-rounded. They will give feedback on the application review process to ensure that every candidate is measured and graded in an equitable way by the HRDC. Subcommittee members will give promotional criteria recommendations to Staff Liaison.

Words in Action Subcommittee

Purpose: The Words in Action Subcommittee's main purpose is to review the Words in Action (WIA) applicants, participate in discussions, choose the entries for Council recognition, and share the finalists at the Council meeting. This subcommittee consists of HRDC commissioners and City Staff. Subcommittee members will give promotional criteria recommendations to Staff Liaison.

PeopleFest Subcommittee

Purpose: People Fest Subcommittee's main purpose is to attend and report back any updates from the People Fest planning meeting that involves the following: City Staff, community organizations/members, and HRDC subcommittee members. They will also brainstorm and make recommendations on the new HRDC activity for the upcoming year. Subcommittee members will give promotional criteria recommendations to Staff Liaison.

BIPOC Youth Subcommittee

Purpose: This subcommittee's main purpose is to plan activities relating to BIPOC Youth which are outlined in the work plan. The subcommittee will review and plan the details of the activity such as the formatting of events, the timeline, identify speakers or organizations, and prep prompts for speakers and/or community conversations and give the plan to the Staff Liaison and HRDC Chair. Subcommittee members will give promotional criteria recommendations to the Staff Liaison.

LGBTQ+ Subcommittee

Purpose: This subcommittee's main purpose is to plan activities relating to the LGBTQ+ community which are outlined in the work plan. The subcommittee will review and plan the details of the activity such as the formatting of events, the timeline, identify speakers or organizations, and prep prompts for speakers and/or community conversations and give the plan to the Staff Liaison and HRDC Chair. Subcommittee members will give promotional criteria recommendations to the Staff Liaison.