

CITY OF MINNEAPOLIS

# Recommendation to Develop a Racial Equity Action Plan

Committee of the Whole

May 7, 2014



# Staff direction

- Propose options for creation of a Racial Equity Action Plan, utilizing as examples the city's Climate Action Plan and other city plan documents, that sets a baseline for measurement, includes goals and timelines, references existing city policies and programs that support the goals, recommends new policies and programs for consideration and is developed in cooperation with a range of engaged stakeholders; report to Committee of the Whole in three cycles with a proposed process for developing a Racial Equity Action Plan.

# Staff Support

- Mayor's Office
  - John Stiles
  - Ben Hecker
- Ward 8 Council Office
  - Andrea Jenkins
- City Attorney's Office
  - Carol Bachun
- City Coordinator's Office
  - Paul Aasen
  - Jay Stroebel
  - Gayle Prest
  - Jodi Molenaar-Hanson
  - Kim Keller
- Civil Rights
  - Velma Korbel
  - Karen Francois
- Community Planning & Economic Development
  - Mark Brinda
- Human Resources
  - Patience Ferguson
  - Destiny Xiong
- Neighborhood Community Relations
  - David Rubedor
  - Lance Knuckles
- Regulatory Services
  - Nuria Rivera-Vandermyde
  - Kellie Jones

# Key considerations when developing proposal

- Scope of the plan
  - Includes current work
  - Includes future strategies
  - Wider than the city organization
  - Aligns with recently adopted city values/goals
- Stakeholder input
- Resources/structure
- Timeline

# Addressing racial equity

- Two essential elements:
  - Strategies (programs/initiatives/policies) that are developed specifically to close the disparities gap
  - Overarching principles that guide how we: make everyday decisions and assess current or new programs, processes, procedures, policies, projects, etc. that, if adhered to, will close the disparities gap
    - Racial equity tools
    - Core principles of engagement

# Scope: potential racial equity topic areas

- Aging
- Civic engagement
- Early childhood
- Economy
- Education
- Environment
- Health
- Housing
- Immigration
- Public Safety
- Transportation
- Workforce

# Scope of action plan

<i>City's ability to influence</i>  <b>Topic area ↓</b>			
	high		low
<b>Employment</b>	<ul style="list-style-type: none"> <li>strategy A</li> <li>strategy B</li> </ul>	<ul style="list-style-type: none"> <li>strategy G</li> <li>strategy H</li> </ul>	<ul style="list-style-type: none"> <li>strategy M</li> <li>strategy N</li> </ul>
<b>Housing</b>	<ul style="list-style-type: none"> <li>strategy C</li> <li>strategy D</li> </ul>	<ul style="list-style-type: none"> <li>strategy I</li> <li>strategy J</li> </ul>	<ul style="list-style-type: none"> <li>strategy O</li> <li>strategy P</li> </ul>
<b>Public safety</b>	<ul style="list-style-type: none"> <li>strategy E</li> <li>strategy F</li> </ul>	<ul style="list-style-type: none"> <li>strategy K</li> <li>strategy L</li> </ul>	<ul style="list-style-type: none"> <li>strategy Q</li> <li>strategy R</li> </ul>
<b>Health</b>	<ul style="list-style-type: none"> <li>strategy S</li> <li>strategy T</li> </ul>	<ul style="list-style-type: none"> <li>strategy U</li> <li>strategy V</li> </ul>	<ul style="list-style-type: none"> <li>strategy W</li> <li>strategy X</li> </ul>

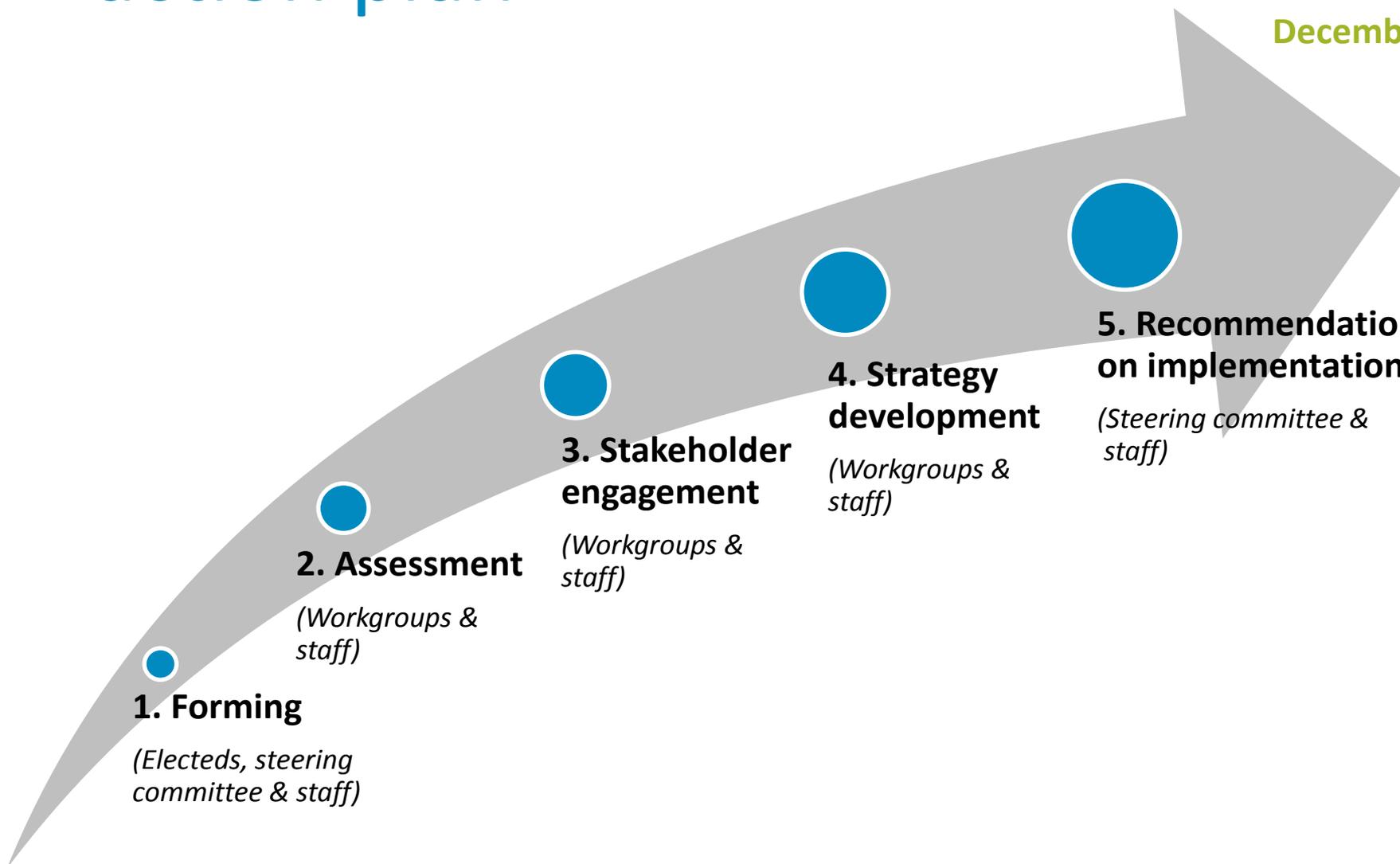
# Scope – current work examples



	high		low
<b>Employment</b>	<ul style="list-style-type: none"> <li>• Equitable Solutions Tool (Guide to Recruitment and Hiring)</li> <li>• Affirmative Action Plan</li> <li>• Fire recruit program</li> <li>• Police CSO program</li> </ul>	<ul style="list-style-type: none"> <li>• Step-Up &amp; Urban Scholars</li> <li>• Government Alliance for Race &amp; Equity</li> <li>• Blueprint for Equitable Engagement</li> <li>• Business Technical Assistance Program</li> </ul>	<ul style="list-style-type: none"> <li>• Thrive MSP</li> <li>• MSP Win</li> </ul>
<b>Housing</b>			
<b>Public Safety</b>			
<b>Health</b>			

# Steps to develop racial equity action plan

December 2014



**1. Forming**  
*(Electeds, steering committee & staff)*

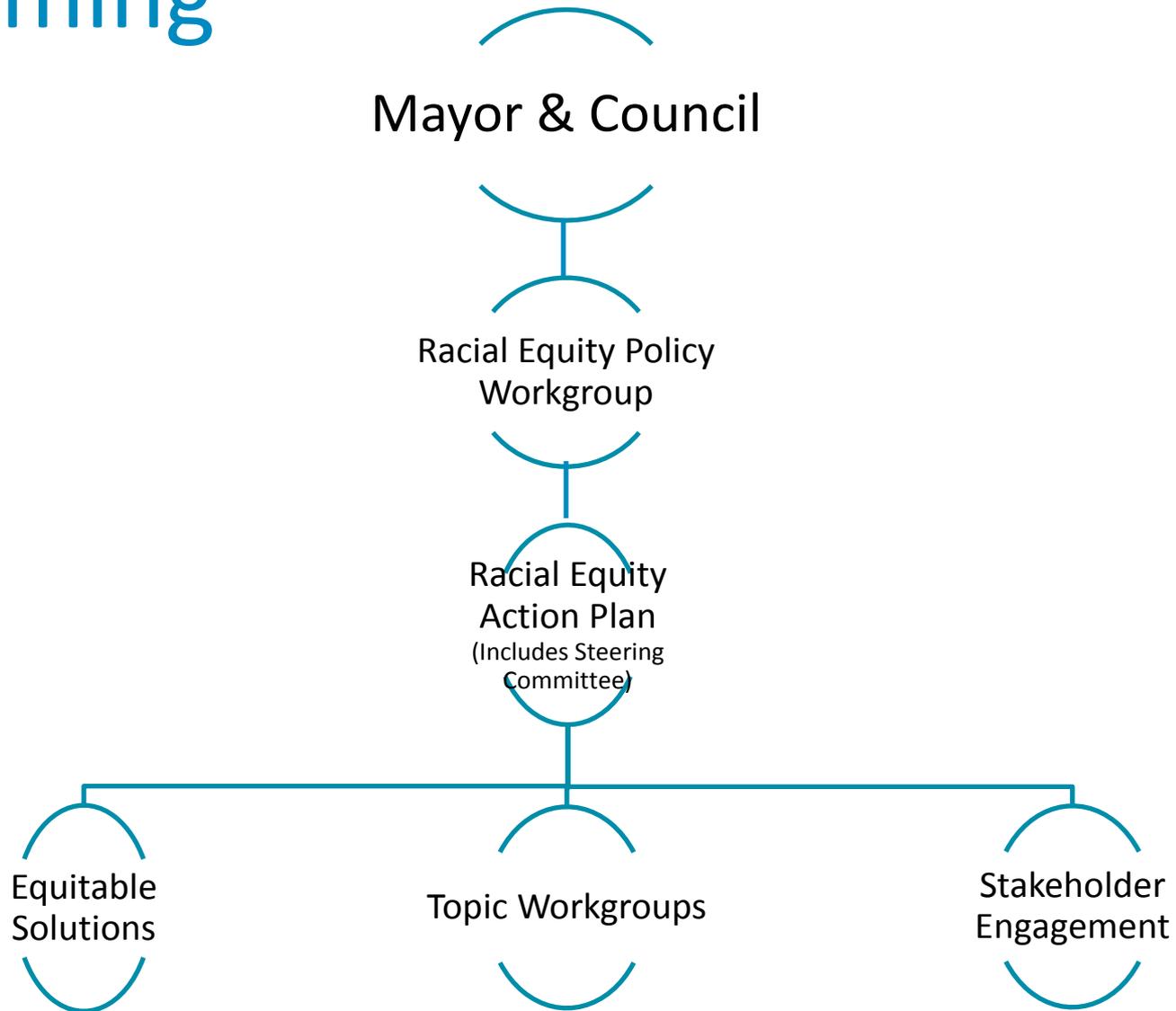
**2. Assessment**  
*(Workgroups & staff)*

**3. Stakeholder engagement**  
*(Workgroups & staff)*

**4. Strategy development**  
*(Workgroups & staff)*

**5. Recommendations on implementation**  
*(Steering committee & staff)*

# Forming



# Assessment

- With staff support, topic workgroup teams would:
  - Identify current efforts underway, locally and regionally, that will impact Minneapolis' racial disparities in the topics identified
  - Identify successful evidence-based practices from around country and world
  - Identify specific areas of greatest need within the topic

# Stakeholder engagement

- Utilizing the Core Principles of Engagement, stakeholders will be identified and engaged at the appropriate level

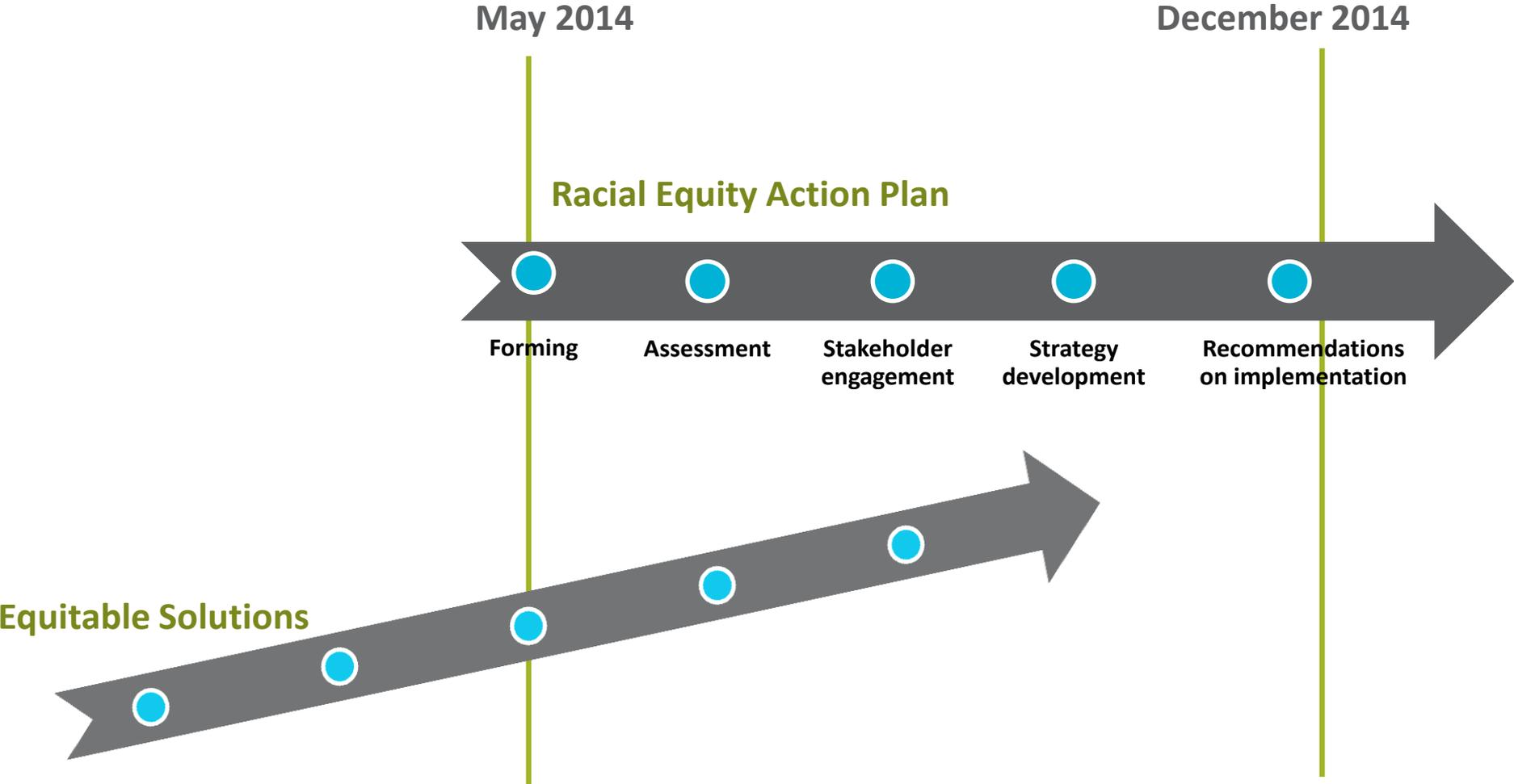
# Strategy development

- With staff support, topic workgroup teams would:
  - Identify breadth of strategies to be applied across continuum of influence, including existing work underway
  - Assess strategies against strategy criteria established by steering committee
  - Ensure alignment with City goals and values

# Recommendations on implementation

- With staff support, steering team would:
  - Review suggested strategies from workgroups
  - Identify key needs, priority strategies, resources needed and timelines for implementation
  - Reinforce usage of existing strategies, toolkits and racial equity assessment
  - Recommend accountability mechanisms
    - Indicators
    - Evaluation

# Timeline for racial equity work



# Immediate steps suggested

- Receive and file presentation
- Refer ongoing oversight of the Racial Equity Action Plan to the Racial Equity Policy Workgroup
- Direct Racial Equity Policy Workgroup to determine a reporting timeline back to Committee of the Whole

# Questions