



Request for City Council Committee Action from the Department of Civil Rights

Date: July 21, 2015

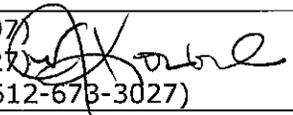
To: Council Member Blong Yang, Chair
Public Safety, Civil Rights & Emergency Management
Committee

Subject: Report on Regional Best Practices for Success in Business and
Workforce Inclusion Goals

Recommendation: The Minneapolis Department of Civil Rights respectfully
requests that the City Council receive the Report on Regional
Best Practices for success in Business and Workforce Inclusion
Goals.

Previous Directives: Public Safety, Civil Rights & Emergency Management
Committee Staff Direction March 4, 2015 – "Department of
Civil Rights staff directed to research and identify the best
practices and processes used on the projects in Minneapolis and
the region that have been most successful in meeting workforce
and business inclusion goals. This should include processes
used by successful contractors as well as those used by other
regional agencies that provide enforcement and oversight for
business and workforce inclusion programs in Minnesota. Staff
directed to report back on or before July 29, 2015, with
recommendations regarding the improved use of best practices
in Minneapolis."

Department Information

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Approved by: Velma J. Korb, Director- Civil Rights (612-673-3027) 
Presenters in Committee: Velma J. Korb, Director- Civil Rights (612-673-3027)

Supporting Information

To collaborate and identify the regional best practices and processes most successful in meeting workforce and business inclusion goals, the Civil Rights Department co-sponsored a roundtable on best practices in business and workforce inclusion.

Roundtable participants discussed practical and aspirational best practices used by metro-area agencies that oversee business and workforce inclusion programs. Participants shared personal testimonies of successful strategies and identified the metro area's most challenging barriers to inclusion.

The focus areas of the roundtable included:

- Contract Monitoring
- Contractor Compliance Reviews
- Handling Violations
- Supportive Services and Technical Assistance
- Race and Gender-Neutral Initiatives
- Business Development
- Use of Technology
- Workforce Planning and Projection
- Affirmative Action Compliance Reviews

The roundtable was co-sponsored by the Minnesota Unified Certification Program and the Government Alliance on Race and Equity. Several members of the Alliance's cohort participated including the Metropolitan Council, the City of Saint Paul, and the Minneapolis Park and Recreation Board. Other participants included the Minnesota Department of Administration, the Minnesota Department of Human Rights, the Minnesota Department of Transportation, the Minnesota Management and Budget Office, the Minnesota Sports Facilities Authority, the Metropolitan Airports Commission, Hennepin County, Ramsey County, the Minneapolis Public Housing Authority, the University of Minnesota, and Minneapolis Public Schools.