

CITY OF MINNEAPOLIS

community indicators

August 2015

AMENDED 8/4/15



What are community indicators?

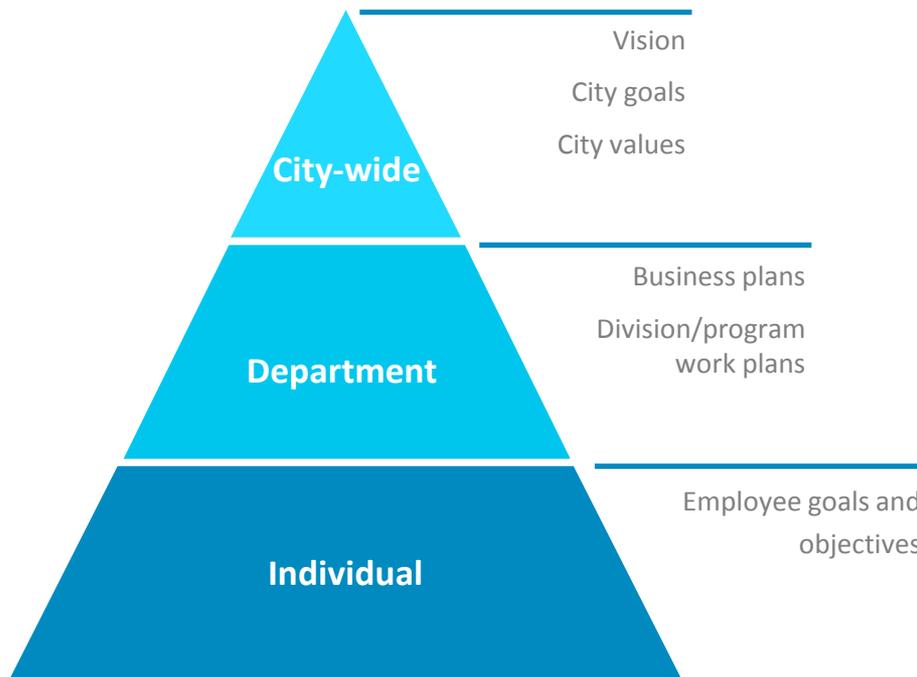
- Quantitative measures that show what is happening at the community level rather than programmatic outputs
 - Example: Cost-burdened households vs. affordable units built
 - Example: city-wide air quality vs. emissions enforcement actions

Why are we setting community indicators?

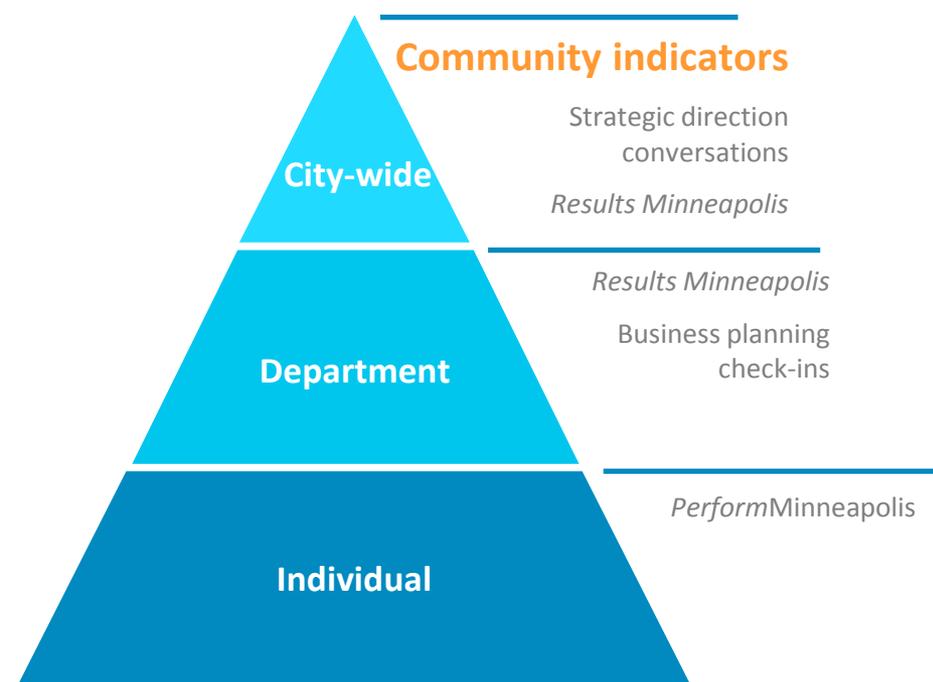
- We value defining our desired future, using data to inform decision-making and working to achieve the goals we establish (enterprise, department and individual)
- Response to staff direction: “Develop measures for Minneapolis’ adopted values, goals and strategic directions and seek stakeholder and community perspective on measures to be developed.” – March 2014
- Community indicators play an important role in our management cycle

Why are we setting community indicators?

Defining our future



Measuring our progress



Why are we setting community indicators?



How will we use community indicators?



Sustainability indicators



- Program sun-setting

Results Minneapolis



- Program being re-designed

Develop community indicators



- Community and City staff engagement
- Refinement and selection of final indicators
- Review and approval by Council

Community Indicator Website Development



- Prepare Community Indicator data to be presented and shared publicly

Design



City Goal Results Minneapolis Conferences



- Multi-department accountability using community indicators to measure progress towards City goals

Design



Department Results Minneapolis Conferences



- Department-level accountability measuring progress towards business plans

How will we use community indicators?

For management decision-making

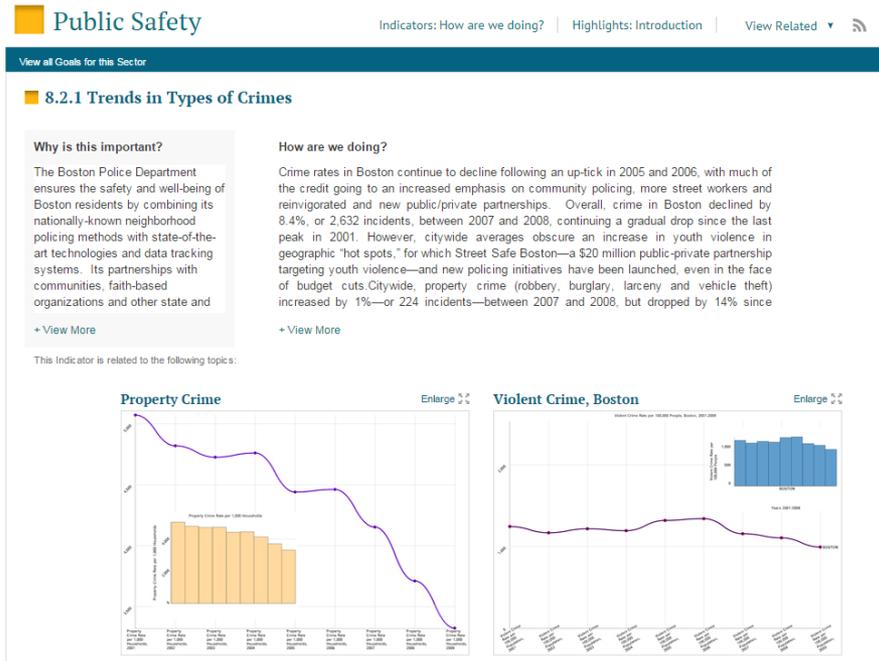
- Community Indicators will be the mechanism by which we measure progress towards city goals
- *Results Minneapolis* will allow us to connect the work of the City to community indicators and to share this publicly

Measuring our progress



To present publicly

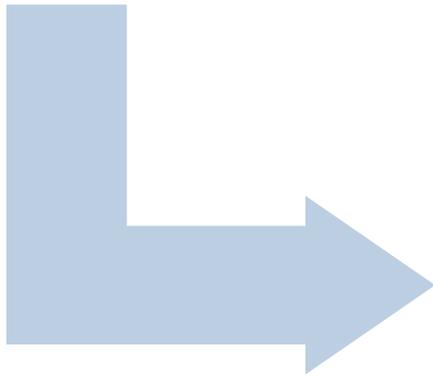
- Our progress towards community indicators will be available to the public online



Indicator development process – identification of potential indicators

Developed
comprehensive list
of potential
indicators

- **Existing:** Sustainability Indicators, *Results Minneapolis* performance measures
- **New:** Measures from STAR Communities Rating System, Healthy Communities Transformation Initiative (HCTI), other city indicator projects



Narrowed this set
to smaller list

- Filtered through seven criteria

Community indicators criteria

- **Criteria:**
 - Strong connection to one of our city goals
 - Community-wide
 - Actionable
 - Data is readily accessible
- **Additional criteria preferences:**
 - Data can be broken down by geography and/or demographics
 - Data is timely
 - Data can be updated annually

Community engagement

Over the course of a month, over 1,500 people were engaged in the project

- **Engagement focus:** applied strategies to ensure hearing from communities of color, youth, seniors and City employees
- **Engagement question:** Asked what people thought “success looked like” for each of our city goals
- **Engagement tools:** Piloted use of different technology, including crowdsourcing and texting employees, as well as in-person events and marketing in the community

City staff engagement

- Worked with departments to decide and refine measures of community indicators
 - Held five meetings around indicators grouped by city goal
 - Each meeting was attended by between 8 and 20 department heads and directors across all City departments

Proposed community indicators

Living well			
Title	Indicator	Level of Detail	Strategic Direction
Transportation alternatives	Percentage of people who live within ½ mile of transit routes and bikeways	Geographic area	High-quality and convenient transportation options connect every corner of the city
Cost-burdened households	Percentage of households that pay more than 30 percent of their gross income for housing	Race, geographic area	High-quality, affordable housing choices exist for all ages, incomes and circumstances
Quality housing	Number of properties in Tier 2 and Tier 3 rental licensing	Geographic area	High-quality, affordable housing choices exist for all ages, incomes and circumstances
Complete and livable neighborhoods	Percentage of residents living in close proximity to amenities and services, potentially including frequent transit service, schools, healthy food, and parks or green spaces	Geographic area	Neighborhoods have amenities to meet daily needs and live a healthy life; The city grows with density well
Safety*	Two measures: <ul style="list-style-type: none"> Resident perception of safety Number of violent crimes 	Race, geographic area, sex	All neighborhoods are safe, healthy and uniquely inviting
Creative vitality	Creative Vitality Index: Measures the impact of the creative sector. Includes the regional share of jobs, spending and organizations.	Citywide	Residents and visitors have ample arts, cultural, entertainment and recreational opportunities

* Resident Survey questions are undergoing revision

Proposed community indicators

One Minneapolis

Title	Indicator	Level of Detail	Strategic Direction
Unemployment	Rate of unemployment	Race, geographic area, sex	Racial inequities (including in housing, education, income and health) are addressed and eliminated.
Poverty	Poverty rate	Race, geographic area, sex	Racial inequities (including in housing, education, income and health) are addressed and eliminated.
Opportunities for resident participation*	Resident rating of opportunities for resident participation in City government decision making	Race, geographic area, sex	Residents are informed, see themselves represented in City government and have the opportunity to influence decision-making.
Healthy food access	Percentage of residents living in Low Healthy Food Access Areas. Low Healthy Food Access Areas must meet poverty, vehicle access and year-round healthy food source criteria.	Geographic area	All people have access to quality essentials, such as housing, education, food, child care and transportation.
Equitable justice system	Low-level crime arrests	Race	Equitable systems and policies lead to a high quality of life for all.
Reading proficiency	Percentage of third grade students who meet or exceed proficient reading levels	Race, geographic area	All people have access to quality essentials, such as housing, education, food, child care and transportation.
Asthma	Rate of hospitalization from asthma	Geographic area	Racial inequities (including in housing, education, income and health) are addressed and eliminated
Infant mortality	Infant mortality rate	Race and mother's country of birth	All people, regardless of circumstance, have opportunities for success at every stage of life.

* Resident Survey questions are undergoing revision

Proposed community indicators

A hub of economic activity and innovation

Title	Indicator	Level of Detail	Strategic Direction
Employment	Number of individuals employed in the 20 largest employment sectors in Minneapolis	Employment sector, race, sex, geographic area	Strategies with our City and regional partners are aligned, leading to economic success, The workforce is diverse, well-educated and equipped with in-demand skills.
Sales	Minneapolis sales and use tax revenue	Geographic area	Infrastructure, public services and community assets support businesses and commerce.
Business startups	Number of employees employed by start-ups	Employment sector, sex, age, education, race	We support entrepreneurship while building on sector (such as arts, green, tourism, health, education and high-tech) strengths; Regulations, policies and programs are efficient and reliable while protecting the public's interests.
Educational attainment	Percentage of adults aged 25 and older with a high school diploma (or equivalent), some college and college degree	Race, geographic area, sex	The workforce is diverse, well-educated and equipped with in-demand skills.
Wages	Average monthly earnings of employees with stable jobs	Employment sector, sex, age, education, race	We focus on areas of greatest need and seize promising opportunities.

Proposed community indicators

Great places

Title	Indicator	Level of Detail	Strategic Direction
Air quality	Days with air pollutant concentrations exceeding health-based levels	Citywide	The City restores and protects land, water, air and other natural resources; All Minneapolis residents, visitors and employees have a safe and healthy environment.
Healthy lakes	Lake Aesthetic and User Recreation Index (LAURI): Public health, aesthetics, habitat quality, water clarity, recreational access	Geographic area (eight lakes are measured)	The City restores and protects land, water, air and other natural resources; All Minneapolis residents, visitors and employees have a safe and healthy environment.
Garbage and recycling	Total waste stream and disposal method (garbage, recycling, organics)	Citywide	We sustain resources for future generations by reducing consumption, minimizing waste and using less energy.
Greenhouse gas emissions	Citywide greenhouse gas emissions by activity	Citywide	We sustain resources for future generations by reducing consumption, minimizing waste and using less energy.
Parks and open space*	Resident rating of proximity to quality parks	Geographic area and race	The City restores and protects land, water, air and other natural resources; Iconic, inviting streets, spaces and buildings create a sense of place.
Quality of roads and bridges	Average Pavement Condition Index ratings and bridge condition information	Type of street (MSA and residential)	We manage and improve the city's infrastructure for current and future needs.

* Resident Survey questions are undergoing revision

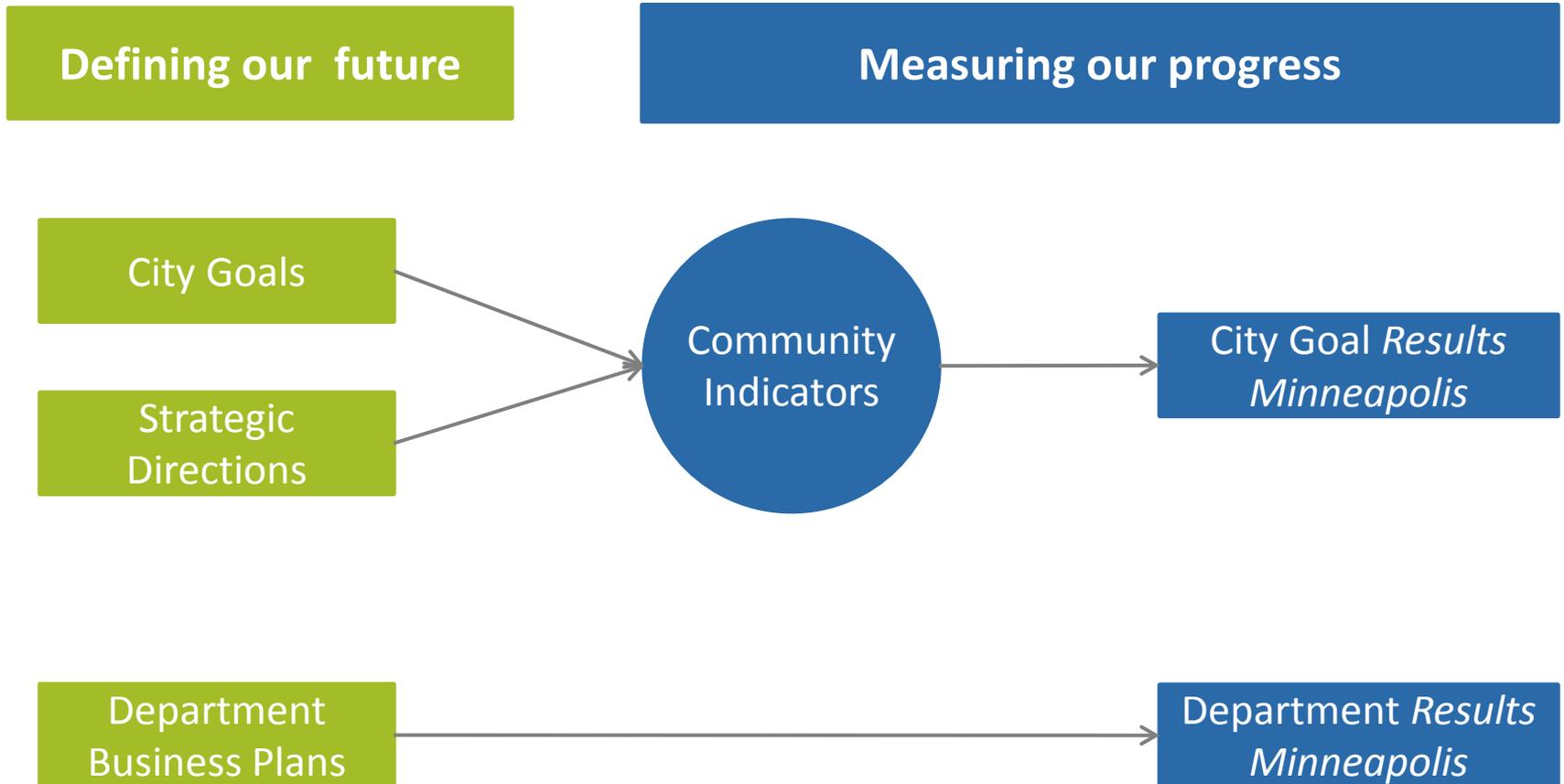
Proposed community indicators

A City that works

Title	Indicator	Level of Detail	Strategic Direction
Quality of City services*	Resident rating of overall satisfaction with City services	Geographic area, race, sex	City operations are efficient, effective, results driven and customer focused; Decisions bring City values to life and put City goals into action.
City employee engagement	City of Minneapolis overall employee engagement (composite measure)	Citywide	Engaged and talented employees reflect our community, have the resources they need to succeed and are empowered to improve our efficiency and effectiveness.
Access to City information*	Resident rating of ability to get information about City services and programs	Geographic area, race, sex	Transparency, accountability and ethics establish public trust.
Diversity of City workforce	Percentage of females and people of color in City of Minneapolis workforce	Job classification	Departments work seamlessly and strategically with each other and with the community.
Value for tax dollar*	Resident rating of value for tax dollar	Geographic area, race, sex	Responsible tax policy and sound financial management provide short-term stability and long-term fiscal health.

* Resident Survey questions are undergoing revision

How will we use community indicators?



Next Steps

- Council approval
- Launch city goal *Results Minneapolis* Fall 2015
- Department *Results Minneapolis* re-started early 2016