



Request for City Council Committee Action from the Department of

Date: October 24, 2012

To: Council Member Don Samuels, Chair, Public Safety, Civil Rights and Health Committee

Subject: Equity in Employment in Minneapolis and the Region

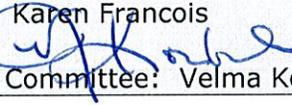
Recommendation: Respectfully request that the committee receive and file the Equity Resolution Update report from staff.

Previous Directives:

Council Resolution 2012R-456 *Supporting Equity in Employment in Minneapolis and the Region*, approved August 31, 2012

Department Information

Prepared by: Karen Francois

Approved by: 

Presenters in Committee: Velma Korb, Jeremy Hanson Willis, Paul Aasen

Financial Impact

- No financial impact

Community Impact

City Goals

- JOBS & ECONOMIC VITALITY, A world-class city and 21st century economic powerhouse
 - Strategic directions:
 - Talent magnet connecting people to training and jobs to people
 - Teens prepared with career and life skills
- A CITY THAT WORKS
 - Strategic directions:
 - City employees high-performing, engaged and empowered
 - Strong partnerships with parks, schools, government, nonprofits and private sector
- MANY PEOPLE, ONE MINNEAPOLIS, Inclusiveness is a treasured asset; everyone's potential is tapped
 - Strategic directions:
 - New arrivals welcomed, diversity embraced

- Race and class gaps closed in employment and housing

Comprehensive Plan – Chapter 4, Economic Development

- "In order to meet the needs of developing and growing business in the regional economy, the city's labor force must be well educated, appropriately skilled and adequately prepared for emerging job opportunities. For all residents to enjoy the benefit of economic growth and wealth creation, efforts must focus on preparing a qualified, ready-to-employ resident workforce."
- Policy 4.6 Focus resources and efforts on building and maintaining a skilled and employable workforce.
- Policy 4.8: Continue to pursue the removal of barriers that prevent residents from holding living wage jobs and achieving economic self-sufficiency.

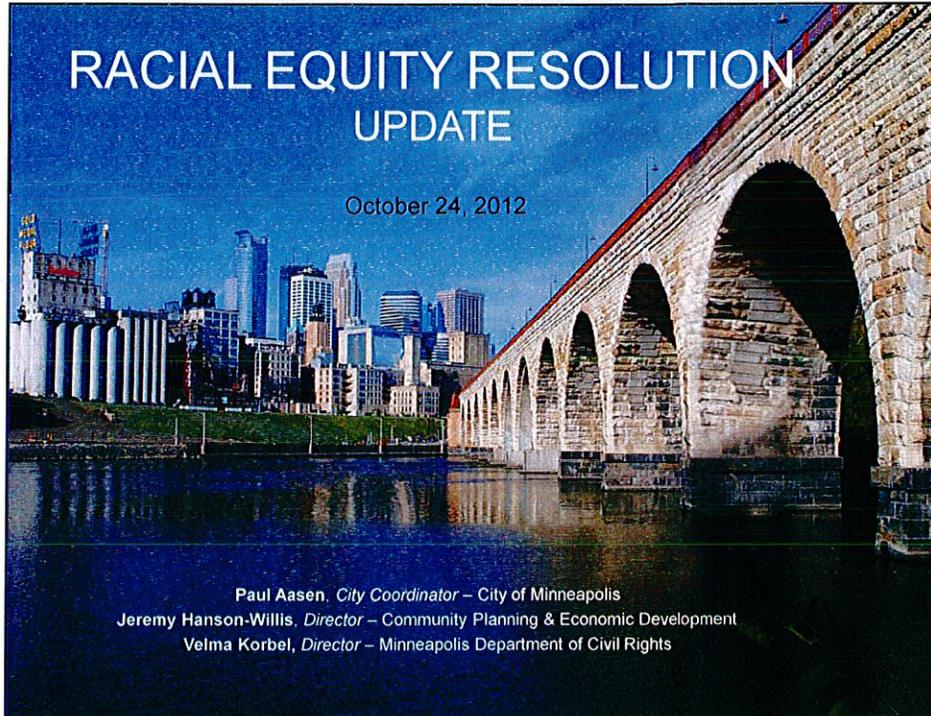
Supporting Information:

On August 31, 2012, the City Council approved Resolution 2012R-456 *Supporting Equity in Employment in Minneapolis and the Region*. In addition to several other requirements, the Council directed staff to return on October 24, 2012 to provide an update on the progress to implement the directives in the Resolution. The supporting information contained herein, as well as the attached Powerpoint presentation and DRAFT Equity Toolkit, comprise the elements of the staff report.

1. The City Coordinator, the Director of Community Planning and Economic Development and the Director of Civil Rights, as the staff lead persons, have invited the following individuals to form an implementation committee for the purpose of carrying out the directions in the Resolution. Additionally, staff proposes that 2-3 City Council members be part of this committee, and will make a recommendation to the Chair following the October 24th meeting.
 - a. Carolyn Roby, Workforce Development Council
 - b. Karen Francois, Staff, Civil Rights
 - c. Kevin Carpenter, Finance and Property Services
 - d. Timothy Giles, Human Resources
 - e. David Rubedor, Neighborhood and Community Relations
 - f. Gretchen Musicant, Health and Family Services
 - g. Cathy Polasky, CPED
 - h. Jodi Molenaar-Hanson, Office of the City Coordinator
 - i. Jenn O'Rourke, Office of Mayor R.T. Rybak
 - j. Avi Vishwanathan, Hire Minnesota (Community representative)
 - k. Beth Kessler, Itasca program manager
 - l. City Council Member
 - m. City Council Member
 - n. City Council Member
2. A staff workgroup which met on October 5th, proposes that the initial Equity Assessment work be focused on three key areas and that a phased implementation of the toolkit be used which would start with elected and appointed leadership in the City. The key focus areas proposed are:
 - a. Hiring
 - b. Procurement
 - c. Engagement

Minneapolis Executive Racial Equity Assessment Toolkit

- 1. Identify Stakeholders:** Which racial/ethnic groups may be most affected by and concerned with the issues related to this proposal/policy/decision?
- 2. Engage Stakeholders:** Have stakeholders from different racial/ethnic groups—especially those most adversely affected—been informed, meaningfully involved and authentically represented in the development of this proposal/policy/program? Who's missing and how can they be engaged?
- 3. Document Racial Inequities:** Which racial/ethnic groups are currently most advantaged and most disadvantaged by the issues this proposal/policy/program seeks to address? How are they affected differently? What quantitative and qualitative evidence of inequality exists? What evidence is missing or needed?
- 4. Examine the Causes:** What factors may be producing and perpetuating racial inequities associated with this issue? How did the inequities arise? Are they expanding or narrowing? Does the proposal/policy/program address root causes? If not, how could it?
- 5. Clarify the Purpose:** What does the proposal/policy/program seek to accomplish? Will it reduce disparities or discrimination? Will it advance equity and inclusion?
- 6. Consider Adverse Impacts:** What adverse impacts or unintended consequences could result from this proposal/policy/program? Which racial/ethnic groups could be negatively affected? How could adverse impacts be prevented or minimized?
- 7. Assess Equitable Impacts:** What positive impacts on equality and inclusion, if any, could result from this proposal/policy/program? Which racial/ethnic groups could benefit? Are there further ways to maximize equitable opportunities and impacts?
- 8. Examine Alternatives or Improvements:** Are there better ways to reduce racial disparities and advance racial equity? What provisions could be changed or added to ensure positive impacts on racial equity and inclusion?
- 9. Ensure Viability and Sustainability:** Is the proposal/policy/program realistic, adequately funded with mechanisms to ensure successful implementation and enforcement? Are there provisions to ensure ongoing data collection, public reporting, stakeholder participation and public accountability?
- 10. Identify Success Indicators:** What are the success indicators and progress benchmarks? How will impacts be documented and evaluated? How will the level, diversity and quality of ongoing stakeholder engagement be assessed?



Action Items 10/24/12

- Discuss Progress To-Date
- Introduce *Draft Executive Racial Equity Toolkit*
- Request to Receive and File Report

1



Progress To-Date

- Resolution 2012R-456
- Task Force Recommendations
- Review Executive Toolkit Guide

2



Review of Resolution and Progress

Be it resolved that the City of Minneapolis...

- Reaffirms its commitment;
- Will lead by example;
- Supports and encourages efforts by all Minneapolis employers;
- Will collaborate more intentionally.

- *Red= TBD*
- *Yellow= In Progress*
- *Green= Completed*

3



Review of Resolution and Progress

Be it resolved that the City Coordinator, CPED Director & Civil Rights Director will engage others to...

- Develop and Implement an Equity Assessment Toolkit;
- Assess and implement, where appropriate, EETF Recommendations;
- Recommend Fair Hiring Provisions;
- Provide a report on the above at the 10/24 Mtg of the PSC&H Committee

- *Red= TBD*
- *Yellow= In Progress*
- *Green= Completed*

4



Review of Resolution and Progress

Be it resolved the City will...

- Formally join the Everybody Regional Collaboration
- Appoint a City Council Member to the Steering Committee
- Assign Staff to Serve on the Steering Committee and Implementation Committee

- *Red= TBD*
- *Yellow= In Progress*
- *Green= Completed*

5



Task Force Recommendations & Progress

Goal 1

Minneapolis city government must lead by example and incorporate racial equity into all City policies and practices – In Progress

6



Task Force Recommendations & Progress

Goal 2

Strengthen workforce development programs and improve oversight and coordination with social service agencies providing employment training and placement services within the City – In Progress

7



Task Force Recommendations & Progress

Goal 3

Support efforts by businesses to hire, retain and promote more African Americans and Native Americans and collaborate more intentionally with private, public and non-profit partners to close racial employment disparities in the region. – In Progress

8



Review *Draft* of Executive Toolkit

- Identify
- Examine
- Engage
- Evaluate

(See *Draft* Toolkit)

9



QUESTIONS/COMMENTS



10

The slide features a blue background with a vertical gradient. In the top left corner, there is a small inset image of a stone bridge with multiple arches over water. The main text 'QUESTIONS/COMMENTS' is centered in a white, sans-serif font. Below the text is a large, dark blue image of a computer keyboard, with the question mark key highlighted in a lighter blue. The number '10' is located in the bottom right corner of the slide's frame.