



## CITY OF MINNEAPOLIS RACIAL EQUITY TEAM STRUCTURE

Central to the City of Minneapolis Equitable Solutions initiative to end institutional racism is the creation of a *Racial Equity Team structure* to include:

**Racial Equity Cabinet** – The Mayor and City Council will create a cabinet comprised of Department Heads identified in Resolution 2012-R456 as racial equity champions and others to advise the Mayor and City Council on racial equity issues and lead the City’s work to eliminate institutional racism.

**Equitable Solutions Staff Team** – currently comprised of managers from Civil Rights, Community Planning and Economic Development, Neighborhood and Community Relations and Human Resources who are developing the Equitable Solutions initiative under the direction of the Racial Equity Cabinet.

**Racial Equity Councils** – Each Department Head will create a council comprised of 3 or 5 key staff to advise the department director on racial equity issues and lead the departments work on institutional racism.

**Racial Equity Teams** – Each department will create a team comprised of volunteers from within the department, with the specific charge of keeping the issue of institutional racism and the work of the Equitable Solutions initiative active and dynamic.

All members of the Racial Equity Cabinet, Equitable Solutions Staff Team, Racial Equity Councils and Racial Equity Teams are expected to attend Racial Equity Orientation and other required trainings. Each team is expected to engage community by connecting with the Equitable Solutions Staff Team and/or Neighborhood and Community Relations.

***Foundational Competencies (for all)***

Have understanding of:

- The City’s Equitable Solutions initiative
- Institutionalized racism and its impacts
- Historical and present day causes of racial disparities

Are able to:

- Identify examples of institutionalized racism as well as overt/covert individual racism
- Stay engaged while examining and discussing the impacts of race
- Effectively communicate and interact with people across cultures

***Racial Equity Council Competencies (for Director and top advisors)***

Have understanding of:

- The institutional change process necessary to achieve racial equity

Are able to:

- Articulate the value and benefit to the City of eliminating institutional racism
- Involve and leverage internal expertise, including the department’s Equity Team, to advance the goals of the Initiative
- Consistently apply Equitable Solutions principles and tools (e.g. the toolkit) to decision making, strategic planning, and personnel policy
- Self-reflect and challenge our own preconceptions
- Further the goals of the Equitable Solutions

***Racial Equity Teams (Department volunteers)***

Have understanding of:

- The institutional change process necessary to achieve racial equity
- The Racial Equity Toolkit (attend necessary trainings)

Are able to:

- Articulate the value and benefit to the department of eliminating institutional racism
- Help the department director and Racial Equity Council consistently apply Equitable Solutions principles and tools (e.g. the toolkit) to decision making, strategic planning, and personnel policy
- Self-reflect and challenge our own preconceptions
- Further the goals of the Equitable Solutions