



Equitable Solutions for
One Minneapolis

Agenda

- Background of Racial Equity Work in Mpls
- Racial Equity Tools
- Action: Approve Framework
 - Principles
 - Tools

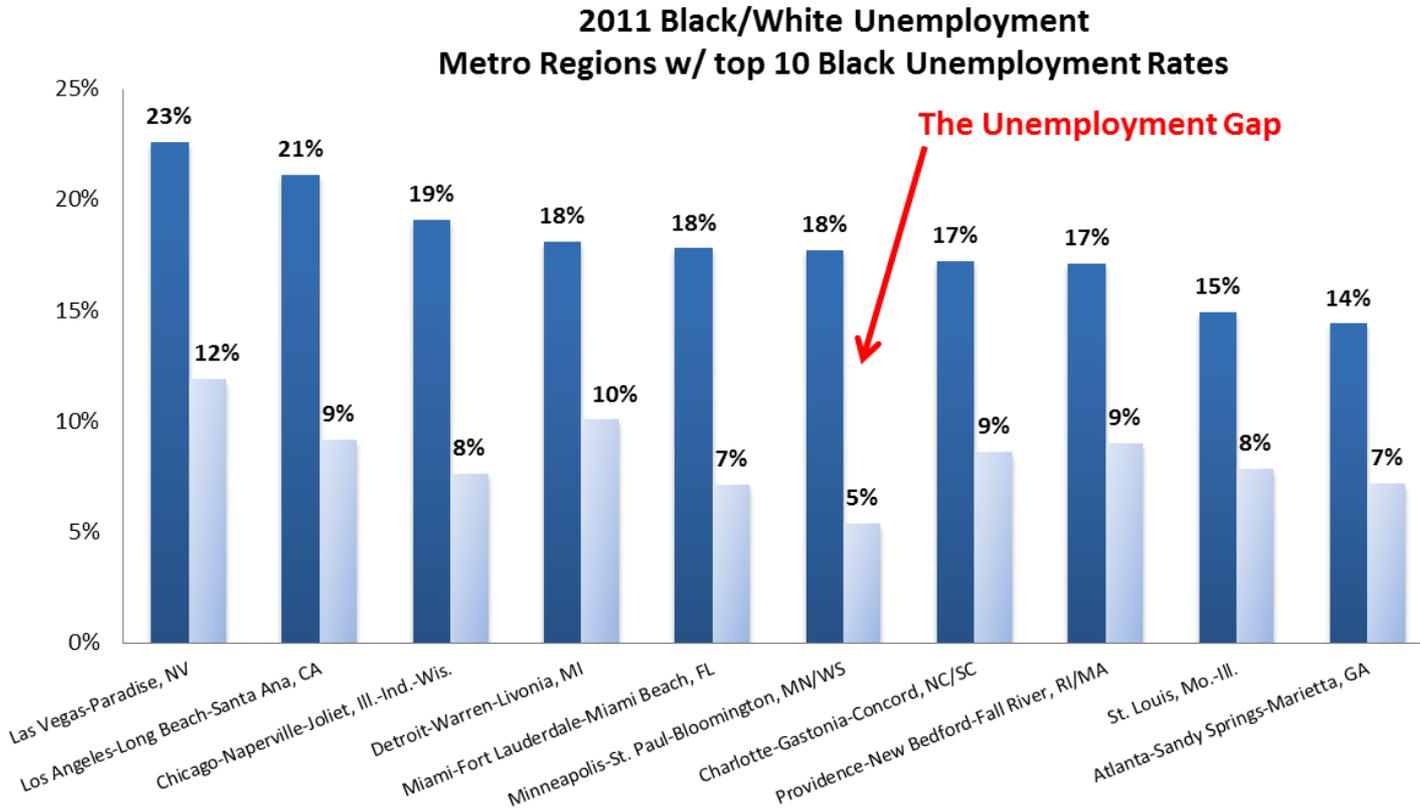
Background

Resolution 2008R-184

Reducing Racial Disparities in Minneapolis and Establishing a Steering Committee

- Participate in a joint City of Minneapolis and Hennepin County “Racial Disparities in Employment Steering Committee.”
- Encourage business and community leaders to take proactive steps to hire minorities .
- Partner with nonprofit organizations to deliver employment services.

Economic Policy Institute Study



Source: Economic Policy Institute, July 2012

■ Black ■ White

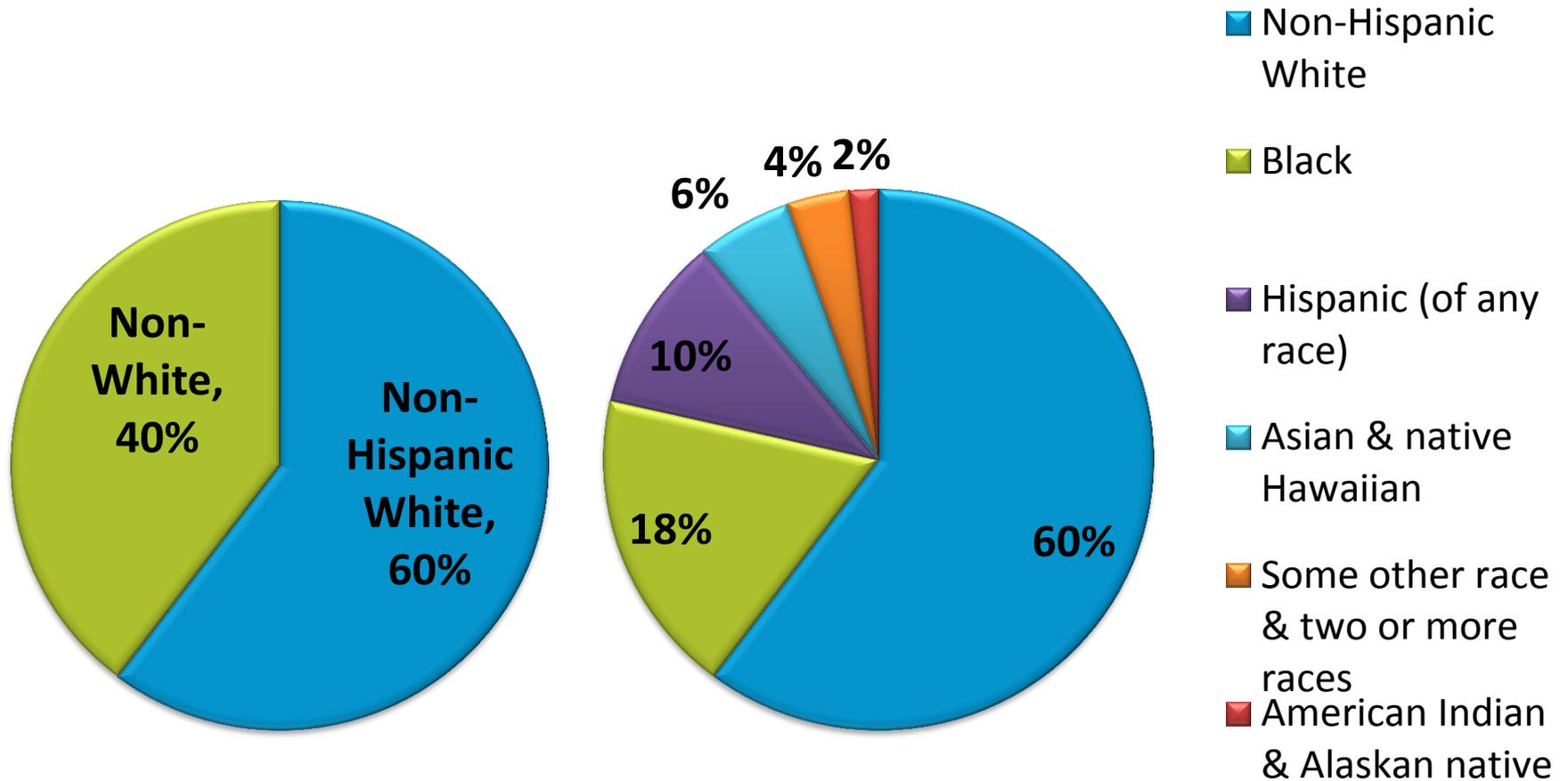
Resolution 2012R-456

Supporting Equity in Employment in Minneapolis and the Region

- Reaffirm its commitment
- Implement recommendations on Equity in Employment Task Force
- Lead by example
- The City Coordinator, CPED Director and Civil Rights Director, with other department heads, staff and key stakeholders would develop a (Racial) Equity Assessment Toolkit: Employment, Engagement, Procurement

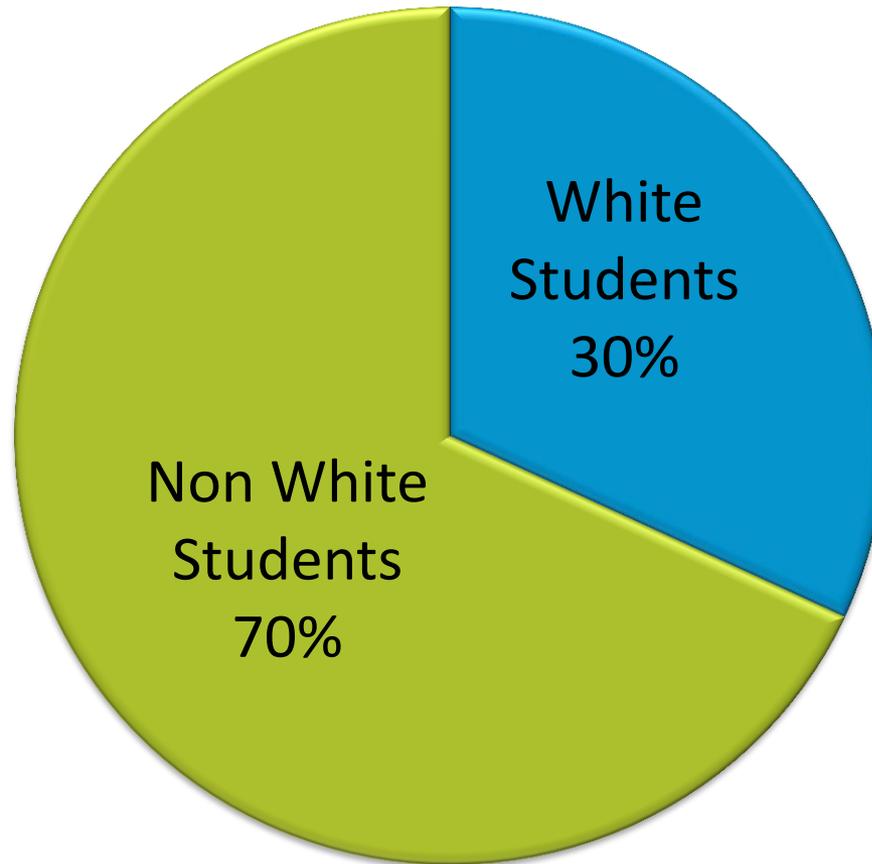
Minneapolis

Population by Race and Ethnicity



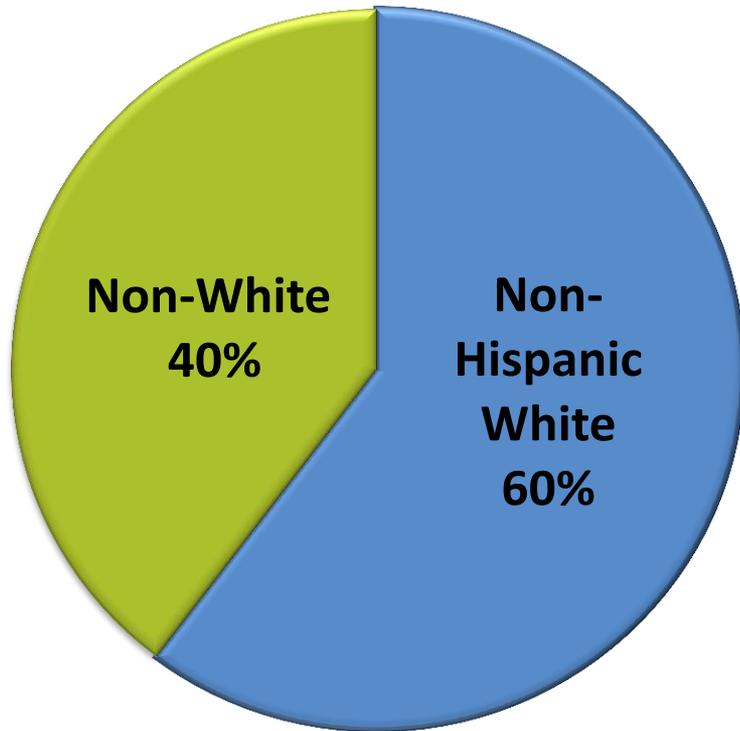
Source: <http://quickfacts.census.gov> (2012)

Minneapolis Future Workforce: MPS Enrollment 2012 – 2013

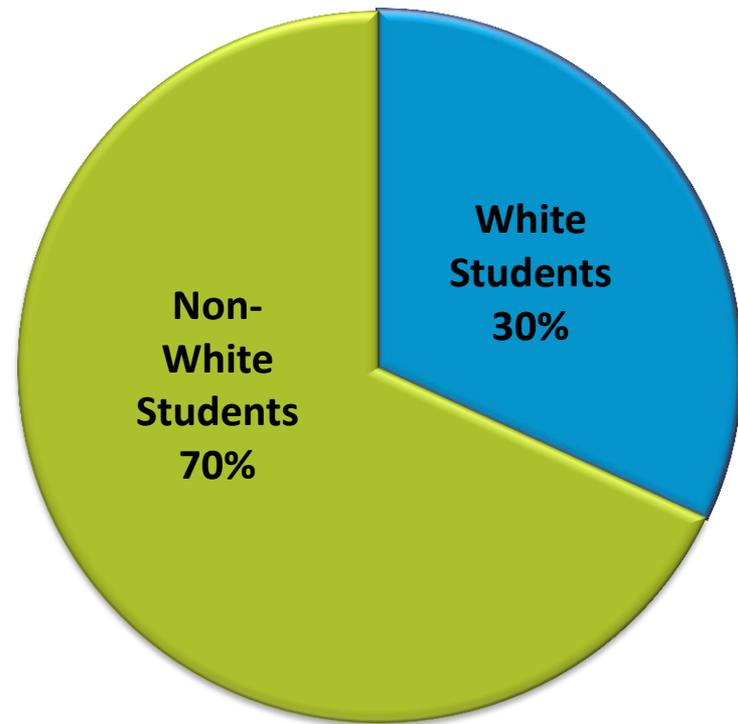


Source: Minneapolis Public Schools 2012 – 2013 Fact Sheet

Current Minneapolis Population

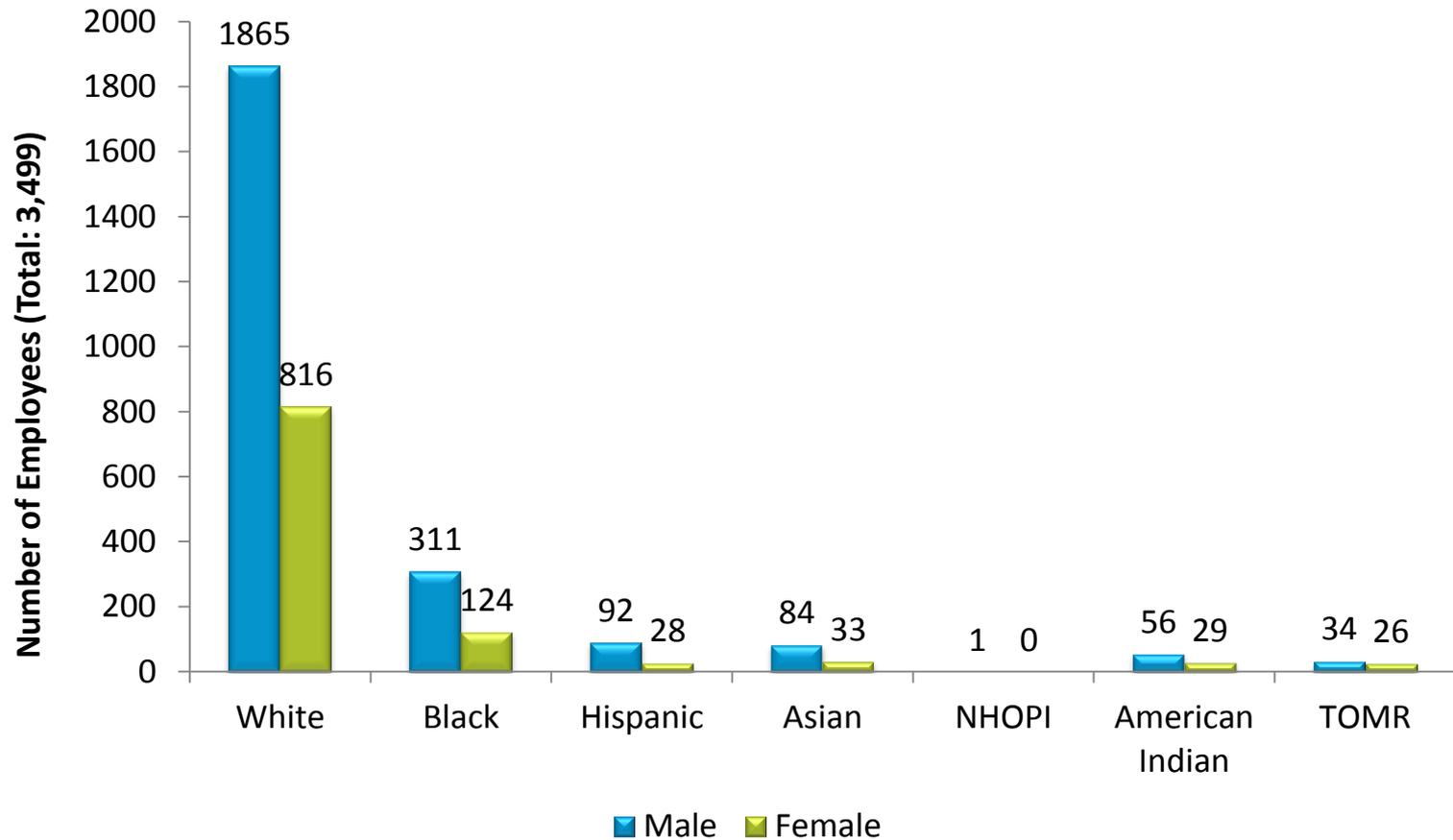


Current MPS Enrollment (Future Workforce)

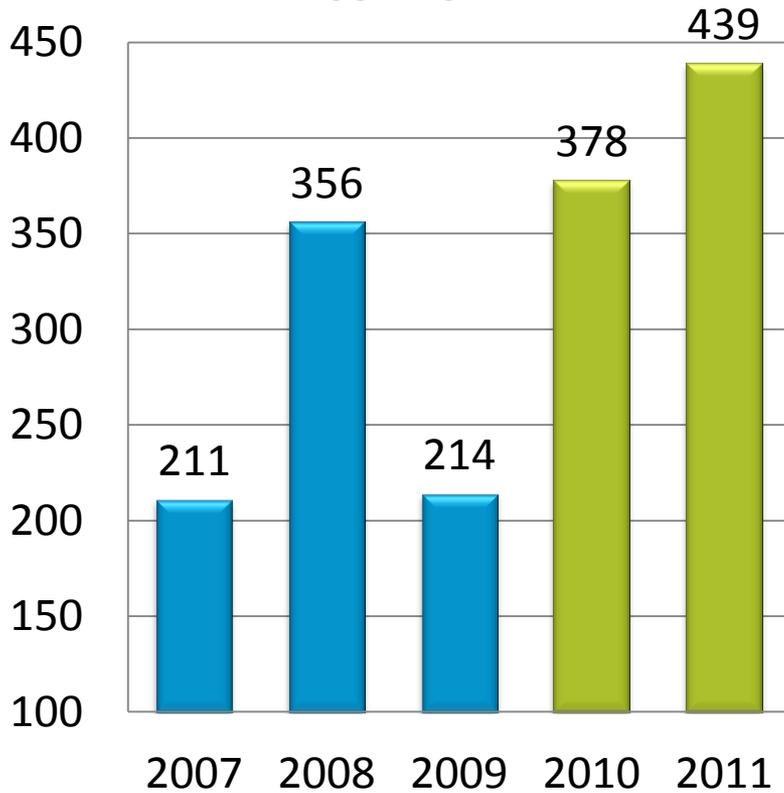


City of Minneapolis Employees By Race/Ethnicity

(Based on data released in June 2013)

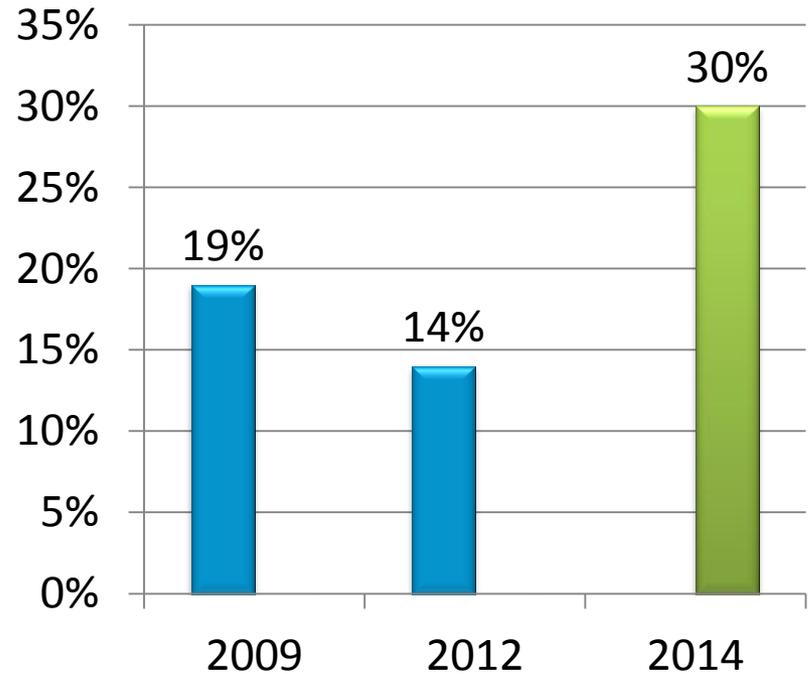


Boards and Commissions Applications Received from 2007-2011



■ Streamlined appointments process & increased outreach

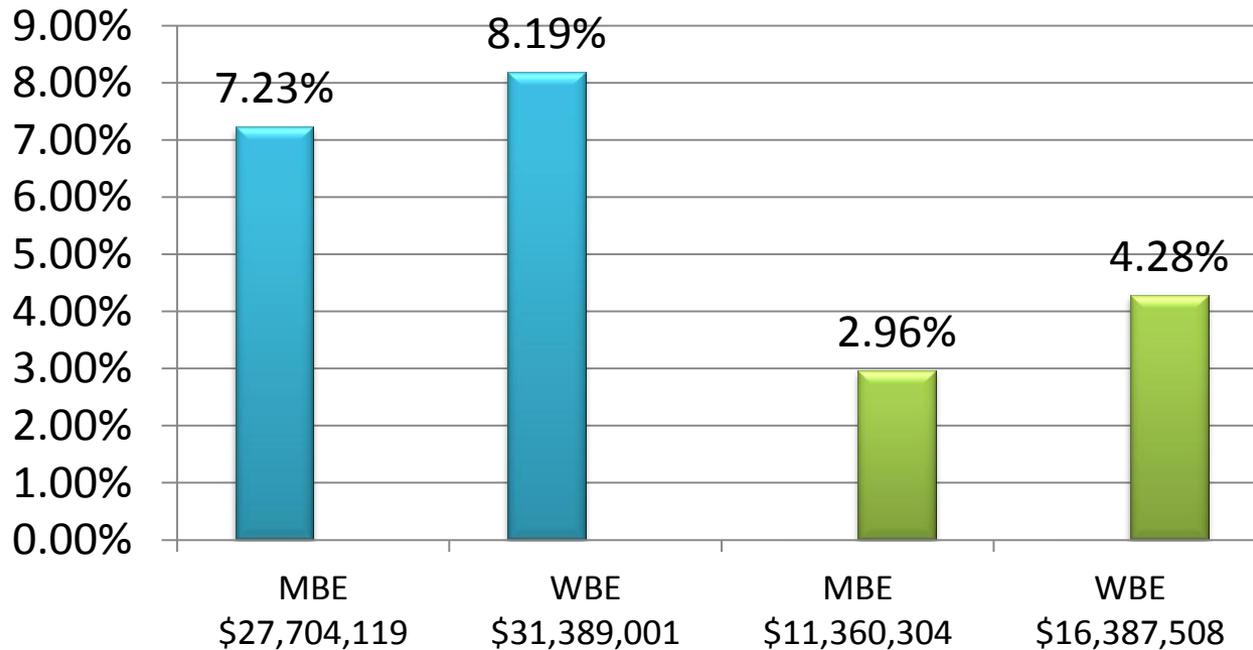
Percent of Minneapolis Boards and Commission Members who are non-white



■ % of response ■ 2014 Target

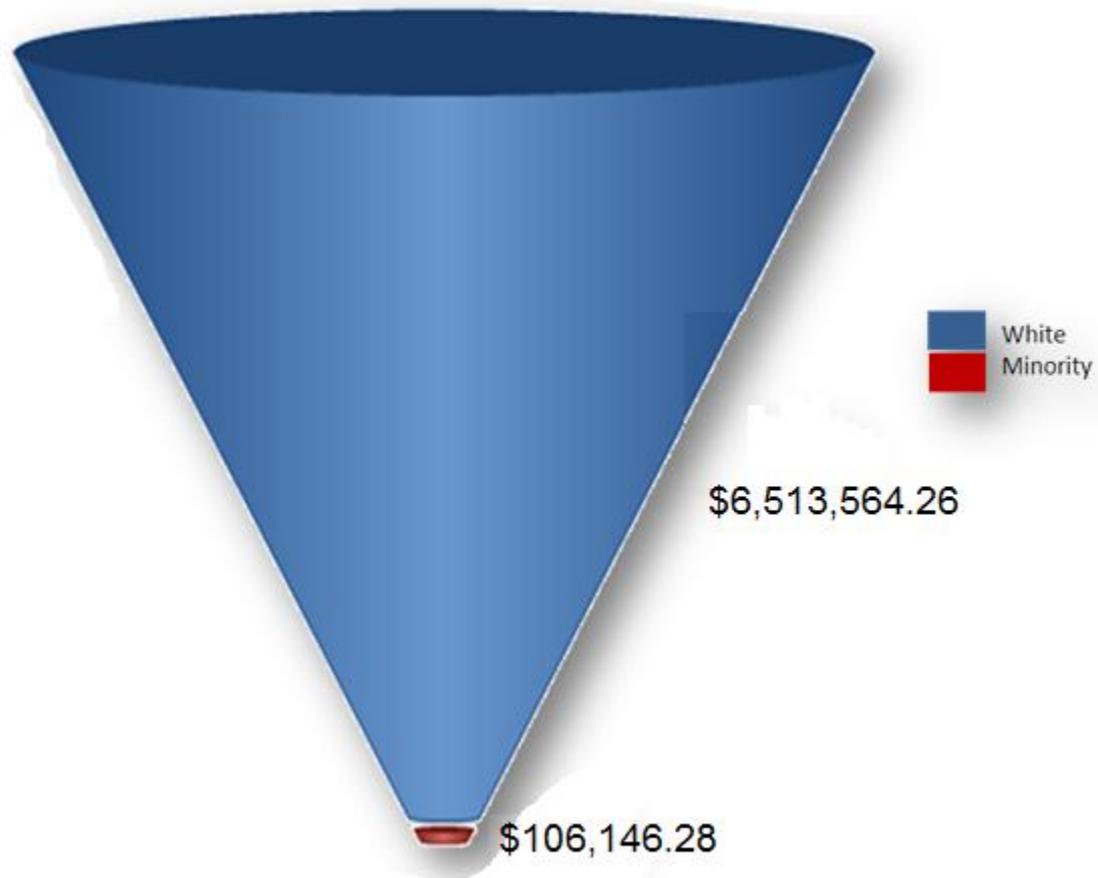
SMALL AND UNDERTULITZED BUSINESS PROGRAM

76 active construction projects with a value of \$383,205,976



■ 4th Qtr 2013 - Committed ■ 4th Qtr 2013 - Verified to Date

2012 Supplier Diversity Results



Equitable Solutions Targets

- Create market parity in the City enterprise workforce by 2020
- Improve racial diversity in the City enterprise workforce to be reflective of city demographics per the decennial census.
- Increase participation of minority businesses to 12% of total open market procurement by 2020
- Improve board and commission membership to be reflective of city demographics by 2020

Policy Questions

- Should the Council adopt a standard racial equity assessment to be used by City staff?
- How will executive leadership be held accountable to racial equity goals?
- Should the Request for Council Action format be changed to include racial equity questions that would be used to gauge how the City Council views its policy work through a racial equity lens?
- How will goals and targets be determined to have been met?
- Who will determine if goals and targets have been met?
- Who will manage and control the "official" data upon which goals and targets are established?

Involved to Date

- City Department Heads
- Non-Profit Organizations Community Organizations
 - American Indian OIC
 - City of Minneapolis
 - OI Partners
 - Goodwill Easter Seals
 - Tree Trust
 - United Way
 - LISC
 - DEED
 - Summit Academy OIC
 - Minneapolis Urban League
- Metro Agencies and Municipalities
 - Hennepin County
 - Metropolitan Council
 - Ramsey County
 - City of St. Paul
 - Minneapolis Park and Recreation
 - Minneapolis Public Schools
 - MN Department of Human Services
 - University of Minnesota

Models for Framework Development

- City of Seattle, Washington – Race and Social Justice Initiative

<http://www.seattle.gov/rsji>

- City of Portland, Oregon – Office of Equity and Human Rights

<http://www.portlandoregon.gov/oehr>

Strategies

- Apply a racial equity lens to all programs and projects
- Build racial equity into policies and city-wide initiatives
- Partner with other institutions and communities

Minneapolis Strategic Goals

(Adopted: April 2014)

- Racial inequities are addressed and eliminated
- Equitable systems and policies lead to a high quality of life for all
- Focus on areas of greatest need and seize promising opportunities
- The workforce is diverse, well-educated and equipped with in-demand skills
- Engaged and talented employees reflect our diverse community
- Residents are informed, see themselves represented in City government and have the opportunity to influence decision-making

What If...

- the HR Department had resources to visit colleges, universities, and specialty schools to attract the best and brightest?
- the City could retain and develop employees so that it became a top-tier employer of choice with an organization culture that was reflective of its strategic goals?

What If...

- the City could replicate or improve on current models being used in the region and other municipalities to create a community engagement academy?
- the City could refresh and re-energize its current most engaged residents?
- the City could utilize practices from public and private sectors for engaging board and commission membership?

What If...

- the City was proactive in addressing the needs of the minority business community?
- the City adopted a Target Market program that would offer small businesses the opportunity to obtain City contracts?

Tools

Racial Equity Assessment

Provides an opportunity to interrupt the decision-making process:

- To thoughtfully evaluate the potential racial equity impacts of a policy, program, policy or initiative
- To consider existing, or other data and information to gauge improvements
- To consider and engage stakeholders in the decision-making process

Racial Equity Guides

- Actions to take to achieve equitable outcomes
- Institutionalize practices that achieve equity goals

Racial Equity Team Structure

- Engage leadership and staff to become advisors, champions, and users of racial equity tools
- Increase awareness of and attention to racial equity

Other Tools

- Examples
- Training
- FAQs – Frequently Asked Questions
- Data
- Dashboard

Key Partners and Stakeholders

General:

Ramsey County

Hennepin County

Metropolitan Council

City of St. Paul

Foundations

City of Seattle RSJI

City of Portland OEHR

Corridors of Opportunity

ITASCA

Greater MSP

YMCA

YWCA

Recruitment and Selection:

Workforce Council

TC Diversity Round Table

Society for HR Managers

College and Career
Centers

Universities

Civil Service Commission

Colleges

Technical Training
Institutes

OICs

Unions

Engaging Boards and Commissions:

Neighborhood
organizations

Nexus Community

Partners

City of Minneapolis

Neighborhood and
Community Relations

Youth Coordinating
Board

Procurement:

Chambers of
Commerce

Association of Women
Contractors

MMSDC

National Association of
Minority Contractors

CERT

Minnesota TG Program

Related Policies and Programs

General:

Budget

Business Plan

Blueprint for Equity

Equitable Solutions for One Minneapolis* (a.k.a. the Racial Equity Action Plan)

Recruitment and Selection:

CBAs

Civil Service Rules

Travel Policy

Affirmative Action Plan

Engaging Boards and Commissions:

Core Principles of
Community Engagement

Open Appointments
Process

Procurement:

Disparity study

Procurement policy

Payment & Performance
Bonds

Civil Rights Ordinance

Implementation Timeline

2013

- August
- Equity Resolution Adopted

2014

- January
- Toolkit Equity Assessment and Team Structure developed in draft
- February
- Started meeting with elected officials
 - Commitment Statement/Affirmation drafted
- March
- Identified need for consensus on Racial Equity definition
 - Business Plan guidance developed – includes Racial Equity Assessment
 - City goal/value adoption
 - Governing for Racial Equity conference in Portland, Oregon
- April
- Budget Guidance Developed
 - State of the City
 - Framework process affirmed by Council
- May
- Launch on City Talk
 - Develop Dashboard
 - Develop climate survey
 - Begin development of Racial Equity Action Plan
- June
- Budget proposals due to Mayor
 - Business Plans due
- August
- Council Receives Business Plans
- September
- Racial Equity Staff Orientation

2015

Third-party Evaluation

In-Progress

- Budget
- Business Plans
- Racial Equity Action Plan (Council Staff Direction, Mar 2014)
- Definition of :
 - Equity
 - Racial Equity

Actions Requested

- That the Minneapolis City Council adopt the proposed Racial Equity Framework, *Equitable Solutions for One Minneapolis*, by approving the following:

Actions Requested, cont'd

- That the Racial Equity Assessment and Guides be compulsory not optional

Actions Requested, cont'd

- That the City Council authorize the Racial Equity Staff Team to recommend accountability standards for executive leadership

Actions Requested, cont'd

- That the Council authorize the Racial Equity Staff Team and other staff as appropriate to meaningfully engage with community organizations and other stakeholders to assess and track progress to create racially equitable outcomes

Actions Requested, cont'd

- That the City Council authorize the City Clerk and other staff, as appropriate, to amend the Request for Council Action form to include racial equity questions that would be used to gauge how the City Council views its policy work through a racial equity lens

Actions Requested, cont'd

- That the Council authorize the Racial Equity Staff Team and other city department heads, as appropriate, to identify data upon which to establish baselines and to gauge improvement of racial equity outcomes

Actions Requested, cont'd

- That the Racial Equity Staff Team recommend appropriate reporting mechanisms to provide the Council with regular reports on work to achieve racially equitable outcomes