

# Equitable Solutions for One Minneapolis Update

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Committee of Whole

July 30, 2014

# Equitable Solutions For One Minneapolis: Overall

- Today's Equitable Solutions status update based on staff direction request from PSCR&EM on April 30, 2014, with origins stemming from August 2012 Council resolution
- Work is based on community need, focusing first on enterprise practices and culture change
- Four elements discussed today are in various stages of development and implementation, expect ongoing evolution
- Enterprise involvement in development and enterprise application

# Equitable Solutions: Procurement

- Status: Under development
- Desired outcome: City able to plan, track and evaluate our small, women and minority business inclusion
- Considerations of work:
  - Developing set of short-, mid-, long-term strategies in the areas of policy, people/process and technology
  - Key limitations on tracking where we are today
  - Seek to improve informed spending decisions
  - Supplier-side opportunities

# Equitable Solutions: Racial Equity Assessment

- Status: Beginning implementation
- Desired outcome: Tool for City department heads and other staff to use to evaluate potential racial-equity impacts of existing or new programs, policies, procedures or initiatives. Serves as the basis for other Equitable Solutions work
- Complementary work:
  - Building resources that will support the assessment. The following are under consideration: Web tutorial, FAQ, completed examples, glossary of terms, information on root causes, links to data sources

# Equitable Solutions: Recruitment and Hiring

- Status: Ready for implementation
- Desired outcome: Enhance the City's recruitment, hiring, onboarding and retention of talent leading to a more diverse and engaged workforce.
- Complementary work:
  - NeoGov
  - New hire orientation
  - Leadership development
  - Expansion of recruitment efforts
  - Employee engagement
  - Recognition

# Equitable Solutions: Boards and Commissions

- Status: Under development
- Desired outcome: Provide staff that support a City board or commission a tool to enhance the composition of those bodies to be more reflective of the community they serve, and incorporate the principles of the Racial Equity Assessment in board and commission decision-making
- Complementary work:
  - Open appointment process ordinance amendment
  - Standardizing operations ordinance
  - Training guide and orientation for City staff & new appointees
  - Blueprint for Equitable Engagement