

RESOLUTION
By Gordon and Glidden

Establishing a Racial Equity Steering Committee to create a Racial Equity Action Plan for Minneapolis.

Whereas, Minneapolis has a long and consistent history of racial disparities in health, education, employment and wealth; and

Whereas, in 2008 the City Council acknowledged (in resolution 2008R-184) racial disparities in employment in Minneapolis and establishing a Racial Disparities Employment Steering Committee, later known as the Equity in Employment Action Team; and

Whereas, in 2011 the City of Minneapolis, the Advocates for Human Rights and the University of Minnesota Human Rights Center held a conference on racial disparities in employment, housing, education, crime and justice, and small business entrepreneurship, and created the report *One Minneapolis: A Call to Action!* which outlined solutions to increase racial equity; and

Whereas, in 2012 the City Council approved revisions to the City's Sustainability Indicators and Targets to include eliminating racial disparities in employment for Minneapolis residents with a benchmark of a 25% reduction by 2016 and racial disparities in the poverty rate by reducing the percentage of Minneapolis minority residents living in poverty by 25% by 2016; and

Whereas, in 2012 the Minneapolis City Council received a report from the Equity in Employment Action Team and approved a resolution (2012-456) *Supporting Equity in Employment in Minneapolis and the Region* that declared institutional racism a problem in Minneapolis and called City government to "lead by example" and use a racial equity framework to inform City budget, policy and program decisions; and

Whereas, in 2015 the City of Minneapolis created the division of race and equity that has developed an internal website, facilitated the *Reading for Equity and Diversity (READ)* program, recruited Racial Equity Coordinators from across the enterprise to assist in advancing racial equity, and facilitated various staff trainings; and

Whereas, the division of race and equity has supported departments in efforts to promote racial equity, including Public Works' 20-year street improvement plan, Neighborhood and Community Relations and the Clerk's Office's racial equity capacity building with appointed boards and commissions, the Community Planning and Economic Development Department's Upper Harbor Terminal engagement planning, community building strategies with the Police Department's National Initiative for Building Community Trust and Justice, department-level equity and inclusion team consultation with Regulatory Services and Finance and Property Services, and more; and

Whereas, in 2016 the City approved enterprise workforce representation goals of hiring 41% of the City's workforce as people of color by 2022 and 45% of the City's workforce as women by 2022; and

Whereas, in 2017 the division of race and equity initiated the ReCAST Minneapolis program in which twelve community partners collaborated after the Philando Castile/Jeronimo Yanez verdict to foster community healing, and the City partnered with Comunidades Latinas Unidas En Servicio (CLUES) to offer trauma training with a specific focus around the Immigrant and Refugee communities, and also utilized the Creative CityMaking team from GoodSpace Murals to coordinate two Welcoming Weeks; and

Whereas, a draft Racial Equity Plan was prepared in 2016, through participation in a year-long cohort with the League of Minnesota Cities and the Government Alliance on Race and Equity; and

Whereas, the Target Market program, created in 2016, established a program to expand opportunities for, and develop the capacity of, small and local businesses so that all segments of the community may participate in City contracts; and

Whereas, the Blueprint for Equitable Engagement was adopted by the City Council in May 2016 as a five year plan to ensure an innovative and equitable engagement system for the City of Minneapolis; and

Whereas, the City Council adopted new minority and women workforce goals effective October 1, 2017, so that, for all City of Minneapolis construction and development projects exceeding \$100,000, the minimum goals are for 20% of the total project trade hours to be performed by women and 32% of the total project trade hours to be performed by minorities; and

Whereas, Council Member Elizabeth Glidden is bringing forward a proposed ordinance that will, if passed, embed racial equity work into the City enterprise for the long term, and a Racial Equity Plan is one of the next steps to make this commitment a reality; and

Whereas, the Minneapolis City Council adopted as one of its goals, “Disparities are eliminated so all Minneapolis residents can participate and prosper;” and

Whereas, despite all these efforts, the City of Minneapolis continues to suffers from one of the nation’s worst disparities in all measures of life success between whites and people of color;

Now, Therefore, Be It Resolved By the City Council of the City of Minneapolis:

That the City of Minneapolis reaffirms its commitment to dismantle the historic and institutional racism that exists in our City as well as its commitment to become a city where everyone can thrive and where race no longer predicts an individual’s educational attainment, likelihood of going to prison, life expectancy, wealth, income or economic status.

Be It Further Resolved that the City Council hereby establishes a Racial Equity Steering Committee consisting of the City Coordinator (Chair), Deputy City Coordinator, Director of Civil Rights, Director of Finance & Property Services, Health Commissioner, Director of Human Resources, Police Chief, Director of Public Works, a manager in the division of race and equity, two representatives selected by the Racial Equity Coordinators, one City Council Member, and one representative from the Mayor’s Office; and that the Steering Committee shall:

- Recommend goals, measures and monitor progress to address racial inequities in the City of Minneapolis enterprise and better incorporate racial equity into all City policies and practices,
- Create, and submit to the Council for approval by June 2018, a Racial Equity Action Plan that includes goals, measurable outcomes and strategies, and the resources necessary to effectively, openly and responsibly address racial equity in the City enterprise,
- Make the plan and its implementation progress available to the public through a public website and regular reports to the City Council, and
- Work with the Racial Equity Community Advisory Committee and provide support, training and resources to them.