

MINNEAPOLIS CIVIL RIGHTS

business plan 2010-2014

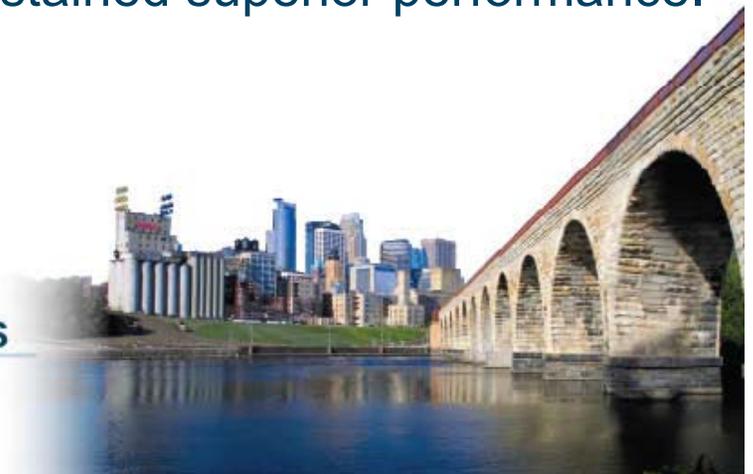
Trends and Challenges

□ Trends

- Pervasive socio-economic disparities between Whites and non-Whites
- Ever diminishing resources
- Constantly starting over

□ Challenges

- Negative perception that results in no or slow response
- The perspective that the department won't be around in the future
- Relevance
- Some doubt that we will be able deliver sustained superior performance.

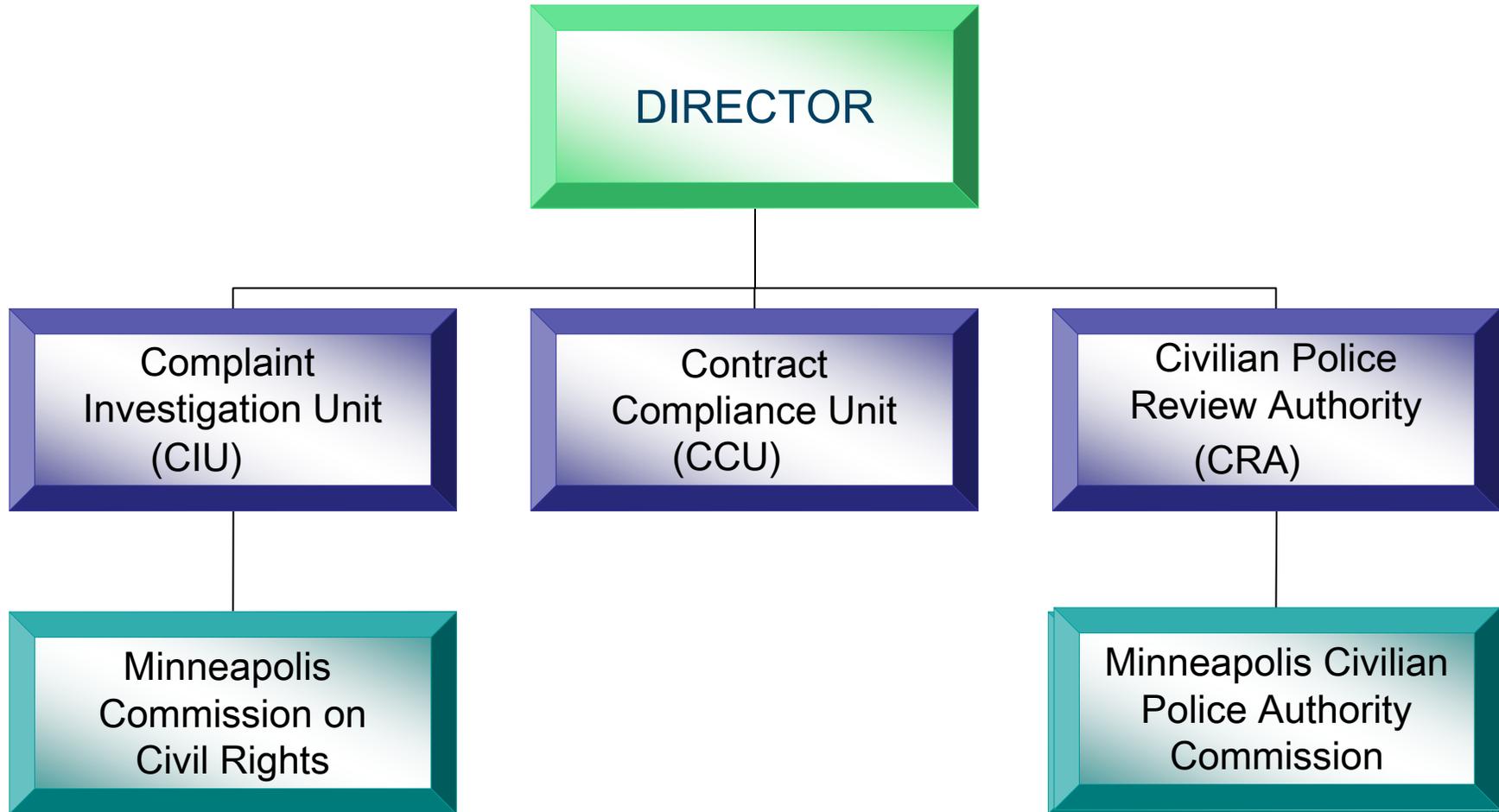


Vision

...a Minneapolis where all can live and thrive without limitations others place on them. We look forward to a day when there is no illegal discrimination; to a day where there are no disparities in opportunity or status caused by factors beyond the individual's control.



Minneapolis Department of Civil Rights Organizational Chart



Objectives and Goals

- ❑ **Produce reliable, accurate, efficient investigations**
 - Investigate allegations of discrimination within the prescribed time frame.
 - Resolve a significant number of cases by mediation.

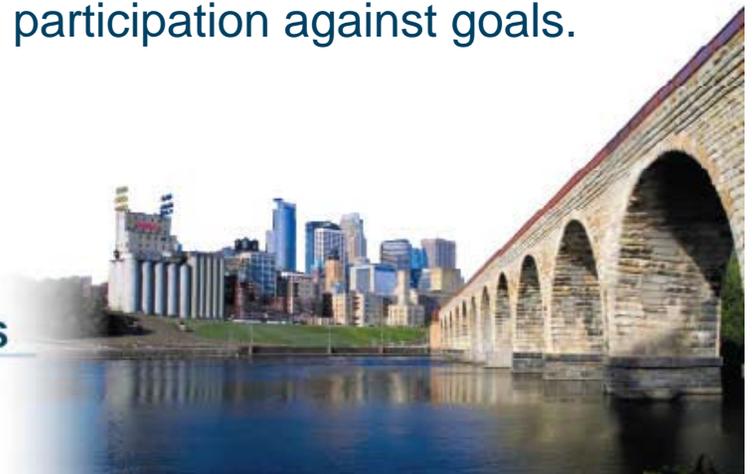
- ❑ **Improve involvement and collaboration with the community**
 - Connect with the community through various outreach and education activities.



Objectives and Goals

- ❑ **Ensure women and minorities are employed on city work**
 - Monitor employment/hiring, and federal and city mandates against goals.

- ❑ **Ensure small, women and minority businesses are used on city work**
 - Monitor small and underutilized business participation against goals.



Goals and Objectives

Complaint Investigations Unit (CIU)		
<p>1 – A Safe Place to Call Home</p> <p>2 – One Minneapolis</p>	<ul style="list-style-type: none"> Enforce the Minneapolis Civil Rights Ordinance. <p><i>(Investigate allegations of discrimination within the prescribed time frame; resolve a significant number of cases by mediation; outreach)</i></p>	<ul style="list-style-type: none"> Investigate allegations of discrimination within 1 year. Resolve at least 15% of cases by mediation. Connect with the community through various outreach and education activities.
Civilian Police Review Authority (CRA)		
<p>1 – A Safe to Call Home</p> <p>2 – One Minneapolis</p>	<ul style="list-style-type: none"> Enforce the Minneapolis Civilian Police Authority Ordinance. <p><i>(Investigate allegations of discrimination within the prescribed time frame; resolve a significant number of cases by mediation; outreach)</i></p>	<ul style="list-style-type: none"> Investigate allegations of police misconduct within 90 days. Resolve at least 25% of complaints by mediation. Engage MPD and connect with the community through various outreach and education activities.
Contract Compliance Unit (CCU)		
<p>2 – One Minneapolis</p>	<ul style="list-style-type: none"> Monitor employment/hiring, small and underutilized business participation, and federal and city wage mandates. <p><i>(Ensure women and minorities are employed on city work; ensure small, women and minority businesses are used on city work)</i></p>	<ul style="list-style-type: none"> Employ 6% of women and 11% minorities in the workforce of entities that work on city-assisted contracts. Utilize 10% of women and minority owned businesses on city-assisted contracts. Ensure that 100% of workers on city-assisted jobs are classified correctly and paid appropriately. Develop partnerships and conduct various outreach activities that support the above goals.

Key Measures to Monitor Progress

- Number of cases in inventory
- Status of cases in inventory
- Age of Inventory
- Amount of time to reach a determination
- Cases resolved through other means
- Percentage of women and minorities on jobs
- Percentage of women and minority businesses on city jobs
- The number of cases referred for discipline



Key Tactics and Initiatives

□ Tactics

- Employee development
- Use of technology
- Ordinance and policy amendments
- Restructure and refocus the commissions
- Develop strategic plans for the commissions

□ Initiatives

- Tell a better story
- Be visible
- Track dollars awarded in settlements
- Track court decisions
- Outreach



CIVIL RIGHTS FOR THE 21st CENTURY

- Implement programs to:
 - ✓ Set a Minneapolis-specific employment goal for a transformative project
 - ✓ Increase capability small businesses
- Change the community-police culture by:
 - ✓ A net decrease of police contacts for African American men by 50% by 2015.
 - ✓ Educate both the MPD and community via academy training, in-service, etc. and youth
- Be at the table as a full participant on issues that are most important to this community
 - ✓ Use the resources we have available to us to effect the disparity in employment, health care, education
 - ✓ Bring the right resources into our sphere of influence to move the needle on important community issues
- Control our own messages



Key Contributions to City Goals

- ❑ A Safe Place to Call Home
 - Help prevent crime
 - ✓ Complaint handling creates a community that embraces tolerance, respect and fairness

- ❑ Jobs and Economic Vitality
 - Business – big and small – thrive
 - ✓ Contract compliance and SUBP help tackle unemployment



Key Contributions to City Goals

- Many People, One Minneapolis
 - Diversity embraced
 - Race and class gaps closed
 - ✓ SUBP and EEO diversify the workforce, create livable incomes and strengthen communities



Highlights from Resource Plans

□ Human Resource Plan

- 19 FTEs
- No scheduled retirements during this plan period

- What we need:
 - ✓ 2 FTEs (CIU & CRA)



Highlights from Resource Plans

□ Finance Plan

- 69% of General Fund in salary & benefits
- 50% of Contract Services for labor

- What We Need
 - ✓ Permanent resources for adequate staffing



Highlights from Resource Plans

□ Technology Plan

- Adequate database capacity for CIU and CCU
- What We Need:
 - ✓ State-of-the-art data base for CRA
 - ✓ Report writing software for CCU
 - ✓ Ability for CCU database and COMPASS to talk



Questions and Answers

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