

CITY OF MINNEAPOLIS

Strategic and Racial Equity Action Plan

Housing Advisory Committee Update

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What is the Strategic & Racial Equity Action Plan?

- A strategic document that that prioritizes work and measures progress toward the City's goals.
- The plan sets priorities within the City's eight policy goals and four internal operating goals.
- For each of the priorities, the plan identifies strategies and projects that will address the root-causes of racial disparities and improve outcomes for Black, Indigenous, People of Color, and Immigrant residents.

Strategic & Racial Equity Action Planning Components

Vision

Mission

Values

Goals



City Goals



Goal Area	Goal Statement
Public Safety	The City prioritizes collaborative and community-inclusive strategies to ensure safety for all members of our community.
Housing	The City prioritizes equitable access to safe, stable, accessible, and affordable housing to eliminate racial disparities in housing.
Economic Development	The City prioritizes economic inclusion so that all workers and families are supported and People of Color, Indigenous and Immigrant (POCII)-owned businesses in all sectors can thrive.
Public Services	The City prioritizes reliable and equitable access to high-quality public services.
Environmental Justice	The City prioritizes sustainable practices and renewable resources to equitably address climate change while restoring and protecting our soil, water and air.
Built Environment & Transportation	The City prioritizes high quality neighborhoods, streets, infrastructure and equitable access to multimodal transportation in all parts of the City through thoughtful planning and design.
Public Health	The City prioritizes positive youth development so that all children can grow healthy and safe.
Arts and Culture	The City prioritizes arts and culture as an important part of inclusive economic development and placemaking in our communities.

Strategic & Racial Equity Action Planning Components

Vision

Mission

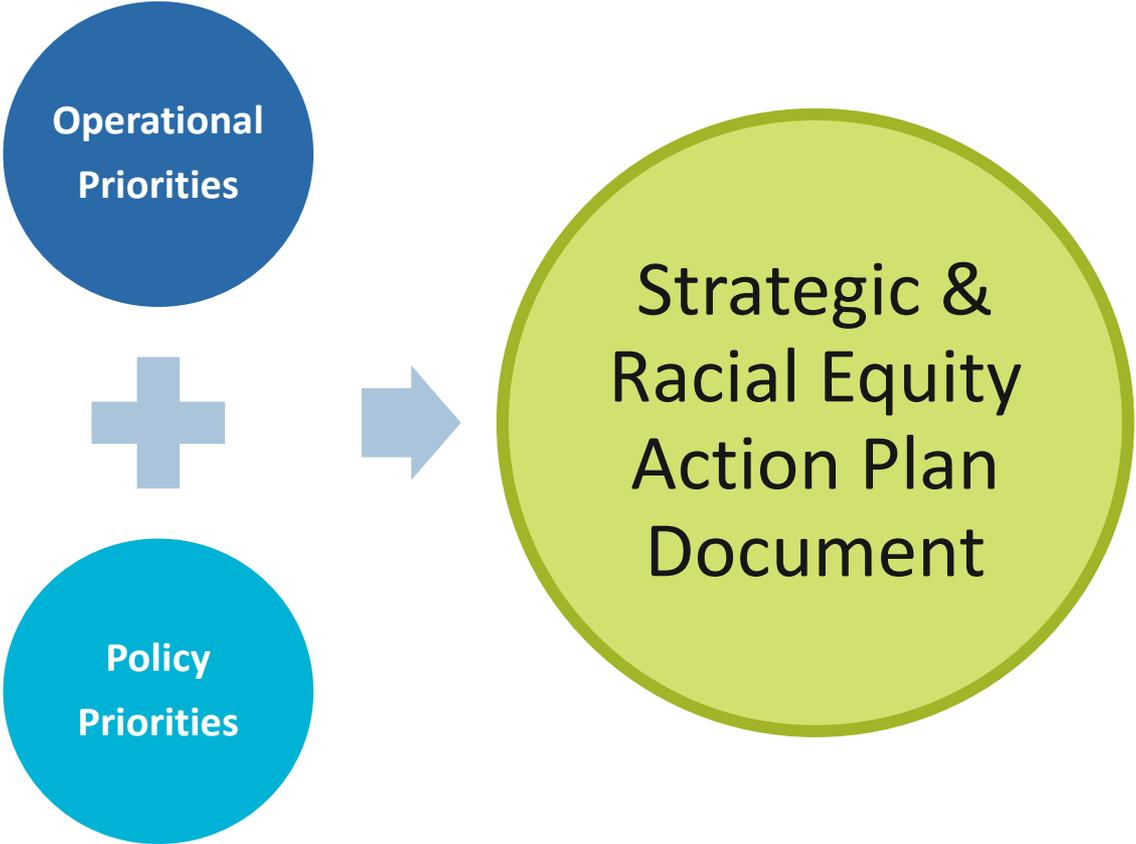
Values

Goals

Strategic & Racial Equity Action Plan



Strategic & Racial Equity Action Plan Components



Year 1 Operational Priorities

*Adopted by City Council in
December 2018*



Workforce: Increase the hiring and retention of People of Color and Indigenous People in the City's workforce



Spending: Increase the percent count of, and spend with, racially and ethnically diverse suppliers across all departments



Data: Improve the use of racially disaggregated data for decision making in the legislative process



Community Engagement: Improve the capacity of appointed boards and commissions (ABCs) to advance the City's racial equity work

Year 1 Policy Priorities

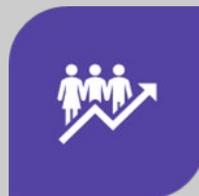
*Adopted by City Council in
February 2019*



Public Safety: Eliminate the disproportionate impact of violence in Black, Indigenous, People of Color communities.

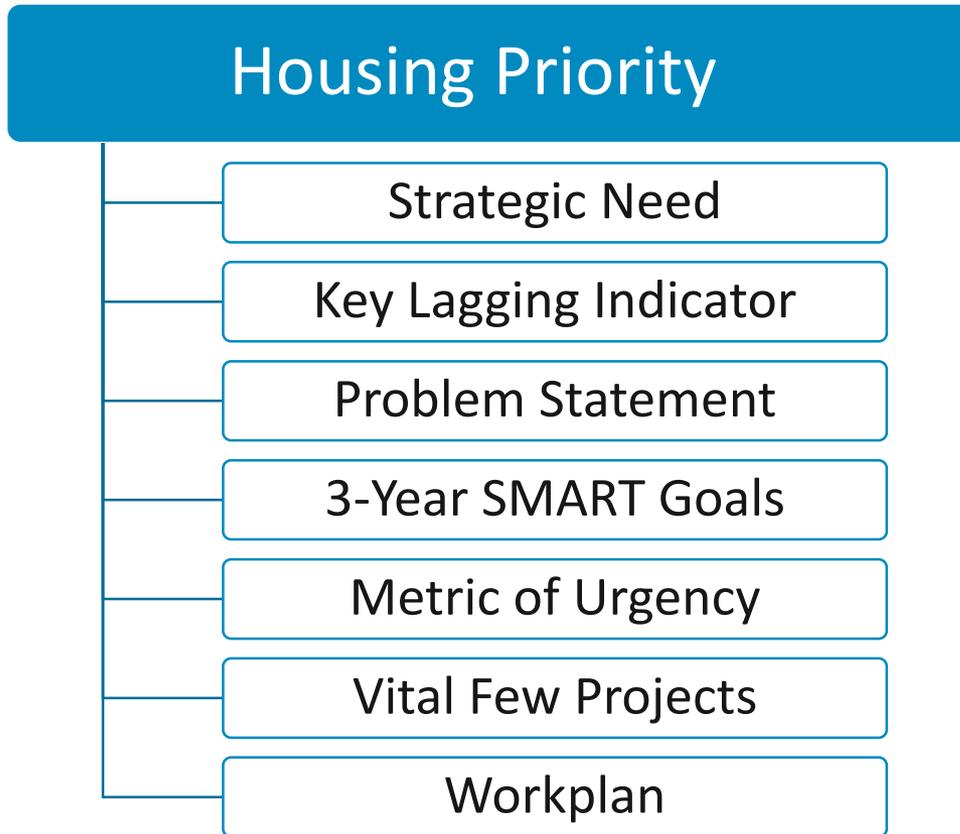


Housing: Reduce evictions among communities of color so that disparities are eliminated between Black, Indigenous, People of Color communities and white people.



Economic Development: Increase the number of businesses owned by people of color so that the disparity between Black, Indigenous, People of Color communities and white people is eliminated.

What will be included in the plan?



Work on the SREAP to date

- Community engagement
 - Ongoing with impacted communities
 - Racial Equity Community Advisory Committee
- Captured relevant and available data related to evictions
- Two-day working meetings with subject matter experts and City staff (Metric of Urgency/Vital Few sessions)



Community engagement activities

Five in-community facilitated dialogue sessions

Tabling and outreach at community events

One-on-one meetings with impacted community stakeholders

Survey on website to submit public comment

What we've heard...

1

Increase **awareness of rights, responsibilities and regulations** for tenants.

2

Increase access to **expungement** for individuals with a record of unlawful detainer.

3

Increase **safe, affordable permanent housing**, with access to **culturally relevant health, social and psychological supportive services**

4

Implement **intervention and action** to address discrimination and maltreatment of tenants by predatory landlords.

Strategic Need

Reduce involuntary displacement in rental housing for Black, Indigenous, Immigrant, and People of Color (BIPOC) communities that are disproportionately impacted.

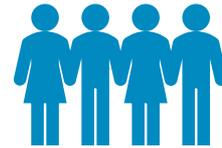
Target State

Tenant resides in a safe, habitable, affordable, secure/stable, respectful rental home until they choose to vacate. Tenant continues to have a variety of housing options, knows their rights, has access to resources, and has opportunities to negotiate fair, understandable lease terms.



Problem Statement

Black, Indigenous, People of Color, and Immigrant communities experience rental involuntary displacement in Minneapolis at a rate of (X%) versus (Y%) for white people. The rate is particularly high in ZIP codes 55404, 55411 and 55412, corresponding to City Wards 4, 5, and 9. Involuntary displacement negatively impacts residents' ability to function in school, work, life (comparative rates of graduation, employment/income, and police contact).



Recommendations – what can the City do in the next 3 years to impact the problem?

Public Investment

- Tax abatement to maintain affordability
- Mediation
- Expungement of eviction filings
- Renter rights to get financial assistance and buy property before investor/market
- Pay rent emergency to prevent eviction filing

Tenant Protections/Codes & Statutes

- Increase statutory authority
- Citywide assessment of policies through renter lens
- Stronger use of authority to legally hold landlords accountable
- Right to counsel during eviction
- Better alignment between inspections and functions

Enforcement/Predatory Landlords

- Define predatory landlords
- Strengthen code to intervene
- Prosecute illegal lease provision
- Identify enforcement tools to address predatory landlords

Next Steps

- Meet with department process owners to collect additional data and finalize various components of the plan.
- Department Planning (CPED Housing & Regulatory Services)
- Plan adopted by City Council in July 2019
- Implementation of projects identified to achieve goal
- Measure progress and evaluate impact

