



## Work Group 2: Governance Advisory Structure for Neighborhood and Community Engagement

### Notes for Meeting 1: August 2, 2018

#### Introductions/Prep

- All members introduced themselves, pronoun, neighborhood and one thing they like about where they live.

#### Check In

- There was a question from resident member regarding how residents were notified about Neighborhoods 2020.
  - Answer: city website, through neighborhood groups, and anyone that signed up for the N2020
  - *Follow Up:* The concern centered around whether these were effective enough ways for entire population to be notified. Inefficiencies identified including those with limited internet access.

#### Equity Training

- **Summary:** Anne Phibbs from Strategic Diversity Initiatives led a ~one-hour equity training course that focused on defining implicit bias, microaggressions (sometimes referred to as micro inequities) and ways in which the group can act as an ally for potentially marginalized individuals and groups. Anne made her presentation available for download on the upcoming N2020 workgroup resource library. What follows are quotes and discussion above and beyond what can be found in that presentation:
- **Quotable/Notable from Anne:**
  - To do equity work we have to be willing to take risks.
    - Intellectual risks and emotional risks because we can't talk about race without it being emotional. We are going to make mistakes – this is life long work.
  - Consensus will take effort.
  - What looks little and insignificant to some people is just a reminder to someone else that they are different.
  - Often times microaggressions unfairly sets boundaries or definitions of “who belongs where”
  - Example: A doctor asks two women expecting a child, “tell me again who is the mom?” While the intent of the question was to be reminded about which female in the room was physically giving birth, the mom who was not giving birth feels those three letters (m-o-m) ripped off the band aid in an exclusionary way.
  - *Advice* - Do everything with attention to these details.

- **Group Activity/Share:** Initially two small groups formed to discuss and develop an understanding of and commitment to diversity and inclusion. Eventually those two groups came together to develop shared equity principles with the hope of revisiting them frequently in future meetings.

*While we were not able to discuss “Working Agreements” the following will help kickstart those conversations in meeting #2.*

- *The following next steps were proposed -*
  - This group should form an “equity check list” that we hold ourselves accountable to by checking in
    - For example, at the beginning of each meeting
  - We are all designated as representatives and want to remain cognizant of ways in which we maintain two-way communication with stakeholders and groups
  - We have to recognize our past before we can go forward
  - We will make fact-based decisions
  - We will not make false assumptions
    - For example, we will not make the assumption that residents are all educated about what is going on in their neighborhood or what it is like to live in one neighborhood versus another in this community
  - Recognizing that there is only a small segment of residents that have the time and resources to follow and be “in the know” in your neighborhood, we want to make sure we are cognizant of potential barriers to participation such as: where you are located, access to child care, public transportation, access to technology (ie smart phones), etc.
  - Our biggest challenge is to remember to hear voices

### **Check Out**

- Next meeting is Thursday, August 16 from 6 – 8 p.m. in same location
  - Crown Roller Mill, 2<sup>nd</sup> Floor Conference Room
  - 105 S. 5<sup>th</sup> Avenue
- Potential New Meeting Locations? Contact Steve Gallagher with suggestions!
  - [Steven.gallagher@minneapolismn.gov](mailto:Steven.gallagher@minneapolismn.gov)
  - 612.673.2905
- Workgroup Resource Library - <http://www.minneapolismn.gov/ncr/2020>
- 1935 Map of Minneapolis referenced in Thursday’s orientation provided to illustrate the segregation of the city at the time. If you’d like a paper copy, just let us know! Email Steve (email above)

Homework: Visit [Mapping Prejudice](#) to review some history of the racial segregation of Minneapolis. Articles, stories and videos are provided on the site.