



**Work Group 3: City-wide Engagement Policy Work Group
Notes for Meeting 1: August 6, 2018**

Introductions/Prep

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

Equity Training

- **Summary:** Anne Phibbs from Strategic Diversity Initiatives led an Equity training course for the remainder of the meeting 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:**
 - This work is about connecting the head to the heart. (And remembering that taking emotional risks are the ones worth taking.)
 - 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.
 - When we talk about gender the assumption is we are talking about “women”. We need more men to say that gender equality matters.
 - When we talk about race the assumption is that we are talking about “people of color.” We don't change racism until white people start recognizing it as an issue.
 - 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.
 - Implicit bias – we all have it. You might be someone who is really careful about what you say and are deeply committed to equity – but you are still implicated in using implicit bias (even if you think you are really great!). Admitting that we all have it and it gets in the way of our ability to get things done is one way to start alleviating it.

- You may feel your race, gender, sexuality, etc put you in a privileged category. You should not spend time feeling bad about it as this is counterproductive. Instead say, “I have this privilege, what am I going to do about it.”
- *Advice* - Do everything with attention to these details.
- **Group Activity/Share:** Pairs, small groups or the entire group got together on three separate occasions to discuss and develop an understanding of and commitment to diversity and inclusion. Among the topics of discussion were:
 - What equity issues might arise in your group? Consider what you all will do – and how you will do it.
 - What will you all, as a Work Group, need to keep front and center to ensure you are taking a *city-wide, holistic approach...reflective of the city’s diversity and demographics?*
 - With what communities are you most comfortable?
 - What identities do you know the most about?
 - Are there particular identities and communities with which you are less comfortable and/or familiar?
 - Have you ever witnessed or experienced a microaggression/micro-inequity? If so, what happened?

While the group was not able to discuss “Working Agreements” the following observations from those conversations will help kickstart those agreements in meeting #2.

- *Ideas discussed:*
 - Give everyone space to participate
 - Keep everything plain and simple
 - Give everyone an equal voice at the table – especially important that those who have been more involved give newer members a chance to speak and ask a questions. Commit to making this a safe space so no one is afraid to ask.
 - Do not just assume you know about people based on what they look like and what neighborhood they are coming from.
 - Come to each meeting ready to learn.
 - Recognize the potential for your own personal agenda to lead you through discussions (and be willing to check it at the door).
 - Classism, education, and experience might impact what we see as useful knowledge and what we are willing to listen to.
 - Keep race at the forefront.
 - In a conversation about who in the community the members were likely to hear from, the group focused on who had time to engage (and who is allowed to). A discussion of forgotten communities like those that are homeless came to the forefront. The group reminded themselves to **avoid the assumption that if you don't hear from people, they don't care.** Especially when “it's probably easier to be involved in your community if you don't have to worry about where you are sleeping.” Discussion included whether or not the city thinks about engaging these individuals and, if they do,

how can they build trust.

- During the equity training, group members engaged in a series of conversations surrounding equity, sharing differing viewpoints about the source of racism. In efforts to continue with the agenda, the trainer introduced next steps and was asked by a group member to not move on or stop the conversation short, and instead open up space to continue this conversation. Group members continued to share their beliefs and perspectives about the intent and impact of what was being said and shared. The resulting discussion centered around **promoting and encouraging a space where members could continue to be brave and communicate agreements and disagreements.**

Wrap Up

Community members were given a chance to speak about something they were taking away from the meeting. Several individuals referenced points of bravery they saw in what others had brought up during the course of discussion, even expressing concern and hope that everyone was feeling ok about how conversations were left to that point.

An opinion questioning the value of taking up one (of six) meetings on Equity training was raised by a vocal minority, wanting to ensure there was enough time to focus on the task at hand (not questioning worthiness of such training).

Check Out

- Next meeting is Thursday, August 23 from 6 – 8 p.m. Tentatively scheduled for same location (subject to change)
 - Crown Roller Mill, 2nd Floor Conference Room
 - 105 S. 5th Avenue
- Potential New Meeting Locations? Contact Steve Gallagher with suggestions!
 - 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)
- Anne showed two videos within her presentation, click on the names below to view:
 - Check Our Bias to Wreck Our Bias (New York Times)
 - Dr. Joy DeGruy, A Trip to the Grocery Store (Cracking the Codes)
- **Homework:** Visit [Mapping Prejudice](#) to review some history of the racial segregation of Minneapolis. Articles, stories and videos are provided on the site.