



Work Group 1: Program Guidelines, Funding and Implementation Meeting 1: August 1, 2018

Introductions/Prep

- All members introduced themselves, pronouns they use, 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.

Working Agreements

- ***Summary of activity:*** Group members took individual time to reflect on what they needed from the space, their fellow participants and the facilitator to engage to their fullest and get the most out of the process. No examples were given before the activity, where members wrote on notecards before sharing. After sharing the following agreements, consensus was taken based on head nods and non verbal “ok”s and no objections were voiced.
- ***The following agreements were made:***
 - Challenge ourselves to be open and over-the-top creative while ensuring all voices are heard and honoring others' experiences
 - Assume positive intent from all member actions
 - Seek to understand and find the best parts of alternative views
 - Focus what you verbalize on group relevance
 - Be mindful of others' knowledge and expertise levels
 - Examples: Define all acronyms and assume people do not know about something until it is discussed in this space.
 - Be ok with gray areas and understand we won't get all questions answered
 - Step up, step back
 - Speak up to share your perspective and have your voice heard (stepping up) and be mindful how much air time you are taking up. Step back to allow and encourage others the space to share and be heard. (stepping back)
 - More engagement should come from each other than from speakers
 - Take care of yourself –

- Examples of how one would stay comfortable in space included: getting up to stretch, use restroom, eat snacks, use fidget toys, etc, all without question.
- Practical action steps for homework between meetings
 - Example: even if homework is “think about X”

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.
 - How can we keep race front and center and not count on that person in the room to be the spokesperson for everyone?
 - 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 bandaid in an exclusionary way.
 - *Advice* - Do everything with attention to these details.
- **Group Activity/Share:** Two small groups formed to discuss and develop an understanding of and commitment to diversity and inclusion.
 - *The following next steps were proposed* -
 - Who am I accountable to in my role?
 - What perspective has not been expressed?
 - Are we centering decisions around those most affected?
 - Are we being clear of the limitations not being met by actions?
 - Where am I transgressing/offending by my actions?
 - How can we be open to more voices?
 - What barriers that come into play with this discussion?
 - Who are we listening to and why?
 - Do I need to lead on this or should someone else?
 - Do I need to give something or compromise?

Check Out

- Next meeting is Thursday, August 16 from 6 – 8 p.m. in same location
 - 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)
- Homework: Visit [Mapping Prejudice](#) to review some history of the racial segregation of Minneapolis. Articles, stories and videos are provided on the site.